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## Accusatory Reports

## Crisis at Concordia—Research Ethics

**T**HIS SPRING AND summer Concordia University faced a series of crises arising from the aftermath of the Fabrikant murders in August 1992. Once the murder trial of Fabrikant had been completed, the board of governors appointed two inquiries and subsequently authorized a forensic audit. All three reports were published at different times between early May and early July.

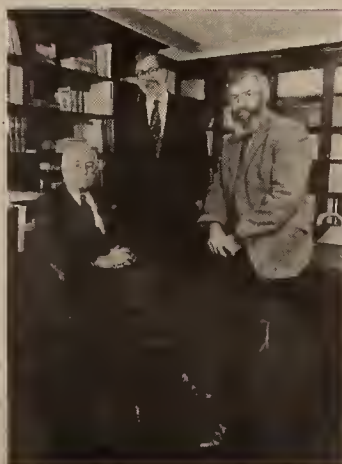
In virtually the same period the board fired the rector, Patrick Kenniff, in controversial circumstances, refused to renew the contract of the academic vice-rector, Rose Sheinin, and received the resignation of the vice-rector finance, Maurice Cohen. A select inner circle of the board led by the chair moved into the vacuum created by the reports and by the departures of so many top executives to effect a coup d'état in the administration.

The Quebec Minister of Education, Jacques Chagnon, himself a Concordia graduate, demanded

that the university clean up its act. The Natural Sciences and Engineering Research Council called in the RCMP to investigate and both it and Fonds FCAR froze some of the research funds of the university.

For many months prior to this the senior administration of the university had been polarized and paralyzed by a civil war between the rector and the academic vice-rector which gradually became more and more public until eventually it spilled over into the pages of the *Montreal Gazette*. All the publicity about this, along with the arguments about who leaked what to whom, moved the president of the faculty association, June Chakelson, to write the *Gazette* to point out that, despite all the paralysis of the senior administration, faculty and students at Concordia were teaching and learning, a fact that seemed sometimes to disappear in the welter of headlines.

One casualty of this civil war was the negotiation of the faculty collective agreement last winter and spring. The faculty association made



Blais, Arthurs &amp; Thompson—Scientific Integrity

a determined push to force the administration to negotiate an article on fraud and misconduct for the new collective agreement. They argued

that this action would make it easier for the university when the bad news hit with the publication of the various reports. It would show that Concordia could reform itself and had already begun the process. The

## PRÉCIS

L'Université Concordia a rendu public, entre mai et juin, les rapports très controversés des trois comités d'enquête qu'elle avait mis sur pied à la suite des meurtres de Fabrikant. L'article ci-dessous porte sur ces rapports, leur influence à l'université et leurs conséquences possibles sur la politique en matière de recherche.

association was strongly supported by CAUT in this action.

The academic vice-rector adamantly refused, not surprisingly since she was well known for her hostility to the process of collective bargaining. On the question of negotiating an article on ethics, she also had the support of the president of AUCC who so indicated to the Arthurs

committee. The administration argued that it had already created a senate committee on the subject.

In the end the administration agreed to sign a letter of intent saying it would reopen the contract and bargain such an article in the future.

See CONCORDIA... Page 4

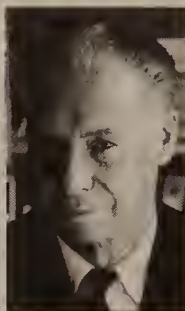
## Décès d'un ex-président de l'ACPPU

**L**E 21 JUILLET, JIM Aitchison, ex-président de l'ACPPU de 1960 à 1961, est décédé à l'âge de 86 ans à son domicile, à Halifax. Jim a enseigné les sciences politiques à l'Université Dalhousie de 1949 à 1973 après des périodes comme chargé de cours au collège Brandon, à l'Université de Toronto, à l'Université McMaster et au collège Victoria de Colombie-Britannique. Il a été le premier prési-

dent de l'Association des professeurs de l'Université Dalhousie et le premier chef du Nouveau parti démocratique de la Nouvelle-Écosse. Il s'est présenté comme candidat néo-démocrate en 1962 et en 1965 aux élections fédérales et, en 1967, aux élections provinciales.

Selon le *Halifax Chronicle Herald*, il a

quitté le monde universitaire pour se lancer en politique dans les années 1960 au moment où les universités tendaient à décourager leurs professeurs de devenir des personnalités publiques. Il était également un social-démocrate qui s'est opposé à la syndicalisation des professeurs de l'Université Dalhousie. ■



As the *Halifax Chronicle Herald* said: "He stepped outside the halls of academe to become involved in politics in the 1960s at a time when university culture discouraged faculty from becoming public figures." The paper also notes, correctly, that "he was a social democrat who opposed the unionization of Dalhousie faculty." ■

## Former CAUT President Dies

**J**IM AITCHISON, WHO was president of CAUT in 1960-61, died July 12 at his home in Halifax. He was 86 years old.

Jim was a professor of political science at Dalhousie from 1949 to 1973, following spells as a lecturer at Brandon College, the University of

Toronto, McMaster University and Victoria College in B.C. He was the first president of the Dalhousie Faculty Association, and also the first leader of the New Democratic Party in Nova Scotia. He ran federally for the NDP in 1962 and 1965, and provincially in 1967.

## Defence of Tenure at the University of Saskatchewan

BY KEITH JOHNSTONE

**I**N MAY 1992 THE PRESIDENT of the University of Saskatchewan, George Ivany, acting on the advice of Dean Peter MacKinnon, initiated an action to dismiss Lucinda Vandervort, a tenured associate professor in the College of Law. The action was opposed by the University of Saskatchewan Faculty Association. In accordance with the Collective Agreement between the Association and the University, an Arbitration Committee was established. Immediately following the conclusion of its hearings, in May 1993, the Committee reinstated Professor Vandervort. The full determination of the Committee, of seventy-nine pages, was issued in April 1994.

The determination was written by the Chair of the Committee, Innis

Christie, Q.C., Professor and former Dean of the Faculty of Law of Dalhousie University. The other members of the Committee were the University's nominee, Nancy Hopkins, Q.C., a member of a Saskatoon law firm and an occasional Sessional Lecturer in the College of Law, and the Faculty Association nominee, Suzie Scott, Executive Director of the University of Toronto Faculty Association. Each nominee, for different reasons, dissented with the Chair's determination. Hopkins found that the evidence justified Vandervort's dismissal. Scott disagreed with the determination that letters of warning and counselling against the repetition of certain actions may be placed in Vandervort's file. When such disagreements occur, the Collective

See TENURE... Page 5

## INSIDE ■ À L'INTÉRIEUR

Summer  
& Overload  
Stipends

3

LOI  
TOUBON

11

DOES  
GOVERNMENT  
CARE?

32

CANCOPY Negotiates  
Licence Agreement

6

This Month at Parliament

7

Tribune Libre

13

Classifieds

15

## HIGHLIGHTS

### Page 7

New federal student aid program becomes law: In June 1994, the Canada Student Financial Assistance Act received royal assent. This event had been preceded by many years of lobbying by interested organizations as the government endeavoured to reform the system. The province of Quebec has its own student loan scheme and it is interesting to note that there has been some controversy over the new rules for student aid in Quebec.

### Page 8

J.H. Stewart Reid Memorial Fellowship:  
1994-95 recipient

### Page 9

UBC professor Harjot Oberoi withstands pressure from Sikh community to resign his position as chair of Punjabi Language, Literature and Sikh Studies

## World News Pages 10 & 11

Student refugees get second chance through WUSC program

Controversy over World Bank's report on higher education: This summer the World Bank issued a highly controversial report on higher education entitled, *Higher Education: The Lessons of Experience*. It focused on the Third World but still had a good deal to say about the industrialized world as well.

Rwanda—How you can help

Constitutional snags for France's new language law mandating the use of French words and terms rather than anglicisms.

Islamic fundamentalists target Algeria's intellectuals

Poll shows New Zealanders reject neoconservative policies: Despite international propaganda to the contrary, New Zealanders are prepared to spend more money on education, health and the environment even if the result is higher taxes.

### Page 12

Council of Ministers of Education to develop a more vigorous and pro-active stance to head off possible policy initiatives from the federal government.

## Book Reviews Page 14

## EN BREF

### Page 4

Calendrier des réunions de l'ACPPU

### Page 9

Le 19 juillet, on annonçait la signature d'une entente cadre sur l'avenir du Collège militaire royal de Saint-Jean entre le gouvernement du Québec et le gouvernement fédéral. L'Entente cadre: une déception.

## Le monde pages 10 & 11

Rwanda—Comment venir en aide aux réfugiés

Les fondamentalistes islamiques visent les intellectuels algériens

Sondage en Nouvelle-Zélande — Non aux politiques néo-conservatrices: Les Néo-zélandais sont prêts à dépenser plus d'argent pour l'éducation, la santé et l'environnement même s'ils doivent payer plus d'impôt.

## LETTERS



## COURRIER

## Women & politics left out

Re: *Chair Search Advertisement,  
Department of Political Science, UVic*

Since certain communications have pointedly claimed the presence of the field of Women and Politics in the department, I found it curious that this field was deleted from the list of faculty expertise for the chair search. I urged Dean Costa, Chair of the Search Committee, to immediately include Women and Politics in the chair search advertisement. I was told it was impossible to do so at this time and it would require the approval of the existing Chair Search Committee. Dean Costa urged me to personally notify potential candidates that they could possibly be considered if this was their area of expertise.

I think it would be more equitable if this could be as public as the advertisement. Thank you for your assistance.

SOMER BRODRIBB

Political Science, University of Victoria

## Alberta minister says more consultation to come

I believe some clarification is required with respect to the article *Three Steps to Destroying Alberta's Universities* that was written by Dr. David S. Miall and published in the May issue of the CAUT Bulletin.

Dr. Miall's point of view was derived from a budget roundtable that I sponsored as part of a comprehensive public consultation process that began in September and October of 1993. More than 1,300 Albertans participated in 13 regional and four outreach meetings held throughout the province to discuss the various issues and questions facing Alberta's adult learning system in the near future. The consultation is intended to renew Alberta's vision and delivery of adult learning to the year 2005.

This public consultation also included discussions with institutional stakeholders affected by our government's mandate to balance the provincial budget by 1997. An initial budget workshop was held in July 1993. A budget roundtable was held in November 1993 and a workbook was provided to both the participants and anyone else who was interested. Dr. Miall's reflections are based on the contents of the workbook. A summary of the discussions that took place at that meeting was published and is available to anyone who would like a copy.

Since then, I have held a second round of public consultation with approximately 300 stakeholders reflecting as much as possible those who deliver educational programs and those who receive them. A draft White Paper was produced and the contents of that paper were discussed at meetings held in Edmonton and Calgary on May 2-3 and 5-6, 1994 respectively. We said at the outset of the discussions, and it is written explicitly in the draft White Paper, that we would defer discussions related "specifically to the topic of university research" to a more appropriate time and venue.

During the first round of public consultation, Albertans repeatedly told us that the role of university research was a vital and important part of Alberta's learning system and the province's economy. We understand that our universities play a key role in developing and applying new knowledge. As stated in the draft White Paper, "Among the issues that deserve further discussion are the contribution of research to the economic goals of the province, and its role in graduate education, training highly qualified people and the transfer of technology." We are now in the process of rewriting the White Paper based upon what we heard during the second round of consultation.

In common with other provinces, we believe that it is important to develop an accountability framework so that the public can be assured that post-secondary education is both effective and cost efficient. We recognize that any set of performance indicators must reflect the core values of each of our publicly funded institutions and that performance indicators must be interpreted with sound judgment. We are now in the process of discussing with Alberta colleges and universities the details of an acceptable accountability framework. We are not proposing to implement a rigid and predetermined system to accomplish this.

Within the coming year, my department will be a lead partner in a separate consultation with key stakeholders to develop a policy framework for university research. I am confident that Dr. Miall's initial concerns and reflections will serve as a useful starting point for those discussions.

JACK W. ADY

Minister of Advanced Education and Career Development  
Province of Alberta

## Spelling error shocks

It was shocking to read your account (*Bulletin*, May 1994) of the document officially circulated at one of our most prominent universities under the title *Planning for 2000: A Provostial White Paper on University Objectives*.

The proper adjective is provostial.

NICHOLAS WICKENDEN  
History, University of Alberta

## U of W agreement clarified

Mark Langdon summarizes the recent University of Winnipeg collective agreement in his article (page 10 of the June issue of the *Bulletin*). He indicates that we settled for "zero per cent on both scale and increments in the first year, ... and a cash offer of about \$1,000 across the board and half increments." This is not correct.

We settled for full increments and zero per cent on scale in the first year, and half increments, zero per cent on scale and a non-base lump sum of \$1180 in the second year. The preservation of career development recognition was a central element of our bargaining position, and Mr. Langdon's summary makes it appear as if we have given up career progress, at least in one year of our contract. We didn't!

ED BYARD  
Vice-President

University of Winnipeg Faculty Association

(The *Bulletin* apologizes for this error. The information as reported was provided to CAUT by the provincial Manitoba Organization of Faculty Associations' delegate to Council and was not confirmed with UWFA.)

LETTERS continue/COURRIER suite à la... Page B 13

## COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers. CAUT, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2. FAX: 613/820-2417

## COURRIER DES LECTEURS

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## BARGAINING & BENEFITS

# Summer & Overload Stipends for Selected Canadian Universities

The tables below outline summer and overload stipends for academic staff members at various randomly selected Canadian universities in the Atlantic and Western Provinces, Quebec and Ontario (1993).

### ATLANTIC

UNIVERSITY	SUMMER / OVERLOAD STIPENDS	RANK	COURSE LOAD	STIPEND	NEGOTIATED BY FACULTY ASSOCIATION
DALHOUSIE	Summer	All ranks	Half course Full course	\$2,994 \$5,167	
	Overload	Same as Summer Stipends			Yes
MEMORIAL	Summer	All ranks	Full course	\$3,519	Yes
	Overload	All ranks		a) 1/10 floor salary for Assistant Prof. rank per course) on basic teaching retention b) Less than a full course, paid on pro-rata basis or equivalent teaching retention c) Laboratory course requiring presence of Academic Staff Member \$1000 extra.	No
MOUNT SAINT VINCENT	Summer	All ranks	Half course Full course	\$2,500 \$5,000	Yes
	Overload	Same as Summer Stipends			
NEW BRUNSWICK	Summer	All ranks	Half course Full course	\$2,922 \$5,443	Yes
	Overload	All ranks	6 credit hours	\$5,444	Yes
PEI	Summer	All ranks	Half course	\$2,586	Yes
	Overload	Same as Summer Stipends			
SAINTE-ANNE	Summer	All ranks	Half course	\$2,000	Yes
	Overload	Same as Summer Stipends			

### WEST

UNIVERSITY	SUMMER / OVERLOAD STIPENDS	RANK	COURSE LOAD	STIPEND	NEGOTIATED BY FACULTY ASSOCIATION
CALGARY	Summer	All ranks	Half course Full course	\$2,500 - maximum \$5,000 - minimum	Yes
	Overload	Same as Summer Stipends			Yes, to be applied when member voluntarily assumes responsibility in another faculty without a reduction in own faculty workload.
LETHBRIDGE	Summer	All ranks	Half	\$3,068	Yes
	Overload	Not generally permitted			
REGINA	Summer	a) All ranks b) Seasonal Lecturers c) Seasonal Instructors	Half (3 credit hours)	a) Sept. 1992 - \$3,024 b) Sept. 1993 - \$3,672 c) Sept. 1994 - \$4,300	Yes
	Overload	Same as Summer Stipends			
SASKATCHEWAN	Summer	All ranks negotiated by the Faculty Association	Full class	\$6,100	Yes (separate team negotiated for Seasonals by CUPE local)
	Overload	Same as Summer Stipends			
SIMON FRASER	Summer	All ranks	a) 3 hours per week for 1 trimester b) 4 hours per week for 1 trimester	a) \$4,707 b) \$5,684	
	Overload	All ranks	a) 3 hours per week for 1 trimester b) 4 hours per week for 1 trimester	a) \$4,707 b) \$5,684	Stipend tied to faculty salary scale
WINNIPEG	Summer	All ranks	a) Full course b) Less than full course	a) 10% of base of Assistant Professor level b) Calculated on a pro-rata basis	Yes
	Overload	Same as Summer Stipends			

### QUEBEC

UNIVERSITY	SUMMER / OVERLOAD STIPENDS	RANK	COURSE LOAD	STIPEND	NEGOTIATED BY FACULTY ASSOCIATION
BISHOPS	Summer	All ranks	Half course (3 hrs./week)	10% of base of assistant professor	Yes
	Overload	Same as Summer Stipends			
CONCORDIA	Summer	All ranks	Half course Full course	\$3,914 \$7,428	No in full-time agreements Amount defined on part-time contract
	Overload	All ranks	Half course Full course	\$4,376 (Low Arts) - \$4,926, \$8,752 (Low Arts) - \$9,653	No in full-time agreements Amount defined on part-time contract

### ONTARIO

UNIVERSITY	SUMMER / OVERLOAD STIPENDS	RANK	COURSE LOAD	STIPEND	NEGOTIATED BY FACULTY ASSOCIATION
OISE	Summer	All ranks	Half course Full course	10% of salary comp B1 of Assistant Professor rank 20% of salary comp B1 of Assistant Professor rank	Yes
	Overload	Same as Summer Stipends			
TRENT	Summer	All ranks	Half course Full course	10% of salary comp B1 of Assistant Professor rank 20% of salary comp B1 of Assistant Professor rank	Yes
	Overload	Same as Summer Stipends			

## BENEFITS IN BRIEF

### Confed Collapse Causes Chaos

The collapse of Confederation Life Insurance Co. has left group insurance clients scurrying for coverage. According to a report in *The Financial Post* in August, several of Confed's former 3,000 corporate clients are on the search for a new carrier. The report quotes industry officials as saying "nobody thought it could happen." Group administrators at universities might want to check out the financial viability of their insurance carrier, assuming of course, it wasn't Confed Life.

### Tax Instalment Rules Change

Remember Maz? What about his April 26 budget? Well, one of his proposals from that budget is now the law. Under the old rules, payment of quarterly tax instalments were not required if 75 per cent of income was subject to withholding at source or if federal tax payable for the current or previous year was \$1,000 or less. The 75 per cent rule has been eliminated completely so that quarterly payments will now be due if the net tax owing has been in excess of \$2,000 in either of the previous two years. If this describes your situation, your first instalment is due September 15 or interest charges will apply.

### Wages Quick-Frozen

The federal Human Resources Department reported in August that wage settlements in the first six months of the year averaged 0.2 per cent. The six-month average was based 244 contract settlements representing 562,759 employees. This minuscule increase compares to an average of 1.9 per cent when the parties to these contracts previously negotiated.

## Collective Bargaining & Economic Benefits Committee Established

THIS YEAR THE CAUT Collective Bargaining Cooperative was reintegrated into CAUT, thus emphasizing that collective bargaining and related matters are one of the central matters of concern to the association. To ensure that these concerns are addressed effectively, CAUT Council established a Collective Bargaining and Economic Benefits Committee. The committee's mandate includes:

- assuring the provision of collective bargaining services for the support and assistance of member associations;
- helping to coordinate the collection, analysis and dissemination of data relating to the economic well-being of the professions represented in CAUT;
- making recommendations to Council on policy measures relating to collective bargaining and economic benefits;
- promoting cooperation and mutual support among local associations for the successful negotiation and defence of terms and conditions of employment which enhance the

well-being of the professions represented in CAUT.

The committee will maintain responsibility for the collection, analysis and dissemination of data related to salaries and employment benefits. It will also provide assistance to member associations in the analysis of specific university budgets.

The six member committee will meet three times per year. ■

### DIRECTORY OF GRANTS FOR STUDY AND RESEARCH IN THE U.S.A.

A Source Book for Students and Scholars from Other Countries

The Directory is the most comprehensive source of information on a wide variety of grants, scholarships, fellowships and other forms of financial aid open to nationals of other countries for study and research at universities in the United States.

Financial aid is available for graduate study, post-doctoral research and summer study and research in virtually all fields.

The Directory is published annually. Copies of the 1994-1995 edition are \$57.00. To order a copy, an international money order or cheque/draft drawn on a United States bank should be sent to:

Overseas Academic Opportunities  
72 Franklin Avenue  
Ocean Grove, NJ 07756

# Crisis at Concordia—Research Ethics

FROM PAGE 1

This turned out to be vital since the new interim rector has announced that such negotiations will begin in the early fall. It also blocked the attempt of the board of governors to unilaterally impose a code of ethics which seemed likely to be simultaneously authoritarian and remarkably fuzzy.

The first report to be released was that of Dr. John Cowan, vice-rector of the University of Ottawa. Cowan was asked to review the employment history of Fabrikant with a view to providing concrete measures to enhance the future ability of the university to deal with issues raised by the case.

Cowan argued that the record showed the university administration had not been prepared to use its management rights to deal with the increasingly abrasive, disruptive and violent behaviour of Fabrikant but instead muddled the waters by fighting with him over academic issues, in some of which Cowan argued Fabrikant was correct.

Cowan then went on to make a series of administrative recommendations for reorganizing the high command of the university, particularly through a form of collective administration and collective responsibility by the senior administration.

The university published both the report and the responses of those named in the report. Some of the respondents and CAUT objected to the way in which this was done. Individuals were given little time to read the report and respond — one had two hours. Furthermore it appears that Cowan was averse to note-taking or tape-recording and relied on his memory of interviews. It turned out to be rather fallible as the responses made clear.

Others objected to the *obiter dicta* in the report where he said that his work was "unavoidably tainted...by my personal biases about how a university should be run" and his apology "in advance to those who were expecting a faithful and scholarly précis" of the documents and interviews. Others objected to what they regarded as the flip and vain tone.

The university still lacks a full and clear history of what happened — something that would have been useful to cleanse the air prior to the rebuilding process.

The board had also set up a second committee headed by Harry Arthurs, former president of York University, to address issues of academic and scientific integrity in research and scholarly activity at Concordia. The other members were Roger Blais, former dean of research at the École Polytechnique and Jon Thompson, chair of the mathematics department at New Brunswick. That committee had reported at the end of March, but the chair of the board refused to release the report until June.

Much to the chagrin of Cowan, his report and that of the Arthurs committee had an immediate effect but not the one anticipated by him. On May 18 the board voted to deliver all its powers in this area to a subcommittee of four who then proceeded to fire the rector without notice, any charges or any hearing, through a terse letter.

It was not at all clear whether the board had the legal right to devolve such powers, and there were rumours that the rector was about to launch a legal counterattack. It also became evident fairly quickly that Kenniff had considerable sympathy in the francophone media in Quebec.

In any event the chair of the board, Reginald Groome, then decided to negotiate and a deal was struck by which the firing was retracted and a financial settlement reached.

CAUT President Joyce Lorimer immediately objected to the dismissal process as a violation of due process. She noted that CAUT did not normally concern itself with the contracts of administrators but that it "cannot stand idly by while the board attacks senior administrators...in this manner." The letter was published in the university newspaper and quoted in the Montreal media.

Groome responded to CAUT arguing that there had been no violation of fair procedures. The co-presidents of the student association stated that the firing "means that anyone can be fired with this

method." FQPPU, the Quebec federation of university teachers and the faculty association at Laval also objected. The Laval association called on the minister to re-establish proper decision-making procedures at Concordia.

The minister said in public that he was upset by the process, demanded the chair explain the circumstances, and ordered him to release the Arthurs Report. Groome had stated that the board would set up its own inquiry to look into the validity of the Arthurs Report even though that report was commissioned by the board itself.

CRÉPUQ, which represents the Quebec rectors, also objected to the manner of the firing, noting "...le rôle obscur d'un sous-groupe de quatre membres du Conseil qui se serait arrogé des pouvoirs, à l'encontre des statuts de l'Université."

Initially AUCC said it would not have anything to say because it represented the corporate interests of the universities and not the presidents, but later in June it changed its mind and objected to the process. The president, Michel Gervais, indicated AUCC's "consternation devant les circonstances...et sa vive opposition au processus."

The board also fired two of the assistants to the rector — a move that roused anger in the senate and suggested the folly of working for any future rector. Both were eventually rehired in different positions. Neither AUCC or CRÉPUQ publicly objected to these firings.

The board appointed Charles Bertrand, the vice-rector services, as interim rector. Bertrand is an historian and former dean of arts and science. Robert Parker, who had just stepped down as dean of fine arts, was appointed interim vice-rector academic. Hal Proppe, a mathematician, former associate vice-rector and former negotiator for the faculty association, became interim vice-rector, institutional relations and finance. An outside accountant was appointed to oversee the overhaul of the accounting system.

At the beginning of June the Supreme Court of Canada dismissed Fabrikant's application to appeal a lower court ruling against reopening the case on the grounds that his defence was unfairly curtailed. Another appeal by Fabrikant is still in process.

The Arthurs Report was released on June 7 and created an immediate stir because it put the events at Concordia into a more general perspective. It described a "production-driven research culture" at Concordia that resulted in the search for research grants at any cost with a premium on the multiplication of publications but which was not unique to Concordia.

At Concordia this in turn led to conflicts of interest, excessive professional work and the misappropriation of authorship in the engineering faculty. In particular the report reviewed the activities of three members of the engineering faculty, Seshadri Sankar, Thiagas Sankar and the former dean M.N.S. Swamy, and commented unfavourably on them. All three vigorously denied the alle-

gations.

There then followed a considerable discussion in the media across the country about the research climate and whether or not Arthurs was correct in his analysis. The minister of education met with the president of CRÉPUQ to discuss the findings, suggested that CRÉPUQ rethink the way research is being carried out in the universities, and urged universities to adopt codes of ethics.

At the June meeting of the CAUT executive, it was agreed to pursue further discussion of Arthurs' analysis of the research culture. CAUT also urged faculty associations across the country to negotiate articles on fraud and research conduct as part of the faculty collective agreement as had been done at Memorial, New Brunswick and Wilfrid Laurier. On the other hand Robert Prichard, president of the University of Toronto, told the media: "I believe generalizations drawn by each of the authors is of limited relevance to the University of Toronto."

Meanwhile the board of governors had appointed Philip C. Levi to conduct a forensic audit in the faculty of engineering. His report focused in more detail on the three faculty members already investigated by the Arthurs committee. Both Arthurs and Levi also commented in detail on the labyrinthine and inefficient financial structures at Concordia.

Concordia and the three professors then parted ways. Two took early retirement and one resigned. The rector stated they had had the choice of such settlements or dismissal. However, the settlements mean that there will be no independent hearing on the merits of the allegations.

These two reports persuaded NSERC to freeze the funds of the three researchers plus the general grant to the faculty but not the individual grants of other professors. The Quebec granting council, Fonds FCAR, simply froze the research accounts of all Concordia professors. NSERC granted Concordia \$6.436

million in 1993 with 61 per cent going to the engineering faculty while Fonds FCAR provided \$2 million.

Both gave Concordia 60 days to improve its procedures. NSERC told Concordia that it would have to repay misapplied funds. It indicated to CAUT that it had every confidence that Concordia would be able to meet the requirements of the council.

FQPPU denounced the actions of the two granting councils in vigorous terms, characterizing them as reprisals against all the faculty at Concordia. It called on the councils instead to examine in depth the observations of the Arthurs report on production-driven research.

CAUT issued a lengthy document reviewing the reports but focusing on the procedures. It noted that formal inquiries were rare at Canadian universities. However, the events at Concordia suggested some of the same questions that arose in government appointed public inquiries. How best are the rights of all concerned protected? Should these inquiries be open or closed? Should inquiries receive secret testimony? Should there be cross-examination? Should those investigated have the right to respond to the draft report before it is carved in stone?

CAUT also denounced the Fonds FCAR since it had penalized faculty without any investigation and against whom no allegations had been made. It found the funding response of NSERC much more nuanced but still chided it for not following its own procedures which indicate that those who are the subject of investigation should have a chance to respond to proposed sanctions before they are made final.

The federal granting councils will be discussing integrity in research at a meeting this fall. The councils have already articulated a general policy in this area and have told universities that they must have local procedures in place by the end of this academic year. ■



From top to bottom:  
Cowan, Groome, Kenniff  
& Bertrand

## CAUT MEETING SCHEDULE

Meeting	Date	Location
Academic Freedom & Tenure Ctte.*	Sept. 23-24	Ottawa
Librarians Ctte.	Sept. 23-24	Ottawa
Status of Women Committee	Sept. 28-29	Vancouver
Status of Women Conference	Sept. 29-Oct. 1	Vancouver

\* Ten working day deadline on any new terms or issues to be added to the agenda.

## CALENDRIER DES RÉUNIONS DE L'ACPPU

Réunion	Date	Lieu
Comité de la liberté universitaire et de la permanence de l'emploi*	23-24 sep.	Ottawa
Comité des bibliothécaires	23-24 sep.	Ottawa
Comité du statut de la femme	28-29 sep.	Vancouver
Atelier du statut de la femme	29 sep.-1er oct.	Vancouver

\* Échéance de dix jours ouvrables pour l'ajout de nouveaux points ou de nouvelles causes à l'ordre du jour.

# Defence of Tenure at University of Saskatchewan

FROM PAGE 1

Agreement provides that "the decision of the Chairman shall prevail."

Counsel for the Faculty Association was Jeffrey Sack, Q.C.; for the University, Neil Gabrielson, Q.C.

Lucinda Vandervort, B.A. (Bryn Mawr), M.A. and Ph.D. in Philosophy (McGill), LL.B. (Queen's), and LL.M. (Yale), was appointed to the College of Law as an assistant professor in 1982. She taught criminal law, administration of criminal justice and correctional law, and jurisprudence. Before her appointment in the College of Law, she had articulated with a law firm in Ottawa and with the Consumers' Association of Canada, done contract research for Health and Welfare Canada and the Law Reform Commission of Canada, and taught for two years at the Graduate School of Criminal Justice at the State University of New York in Albany.

In autumn 1983 her colleagues in the College of Law determined that her research was superior and her teaching satisfactory, and voted unanimously to renew her probationary appointment. In autumn 1984, her teaching was deemed satisfactory; her written research, however, was deemed unsatisfactory, and she was denied promotion.

Before her review for promotion in the fall of 1985, Professor Vandervort requested external reviews of her research and of the internal critiques of her research that had been written the previous year. The external reviews of her research were positive; the reviews of the internal critiques were negative. They were described by one reviewer as "picky"/"petty." Nevertheless, in the 1985 promotion meeting that followed the receipt of these external evaluations, her colleagues voted, by a majority of 12 to 1, that her research was unsatisfactory; moreover, unlike the two previous years, a majority now decided that her teaching was unsatisfactory as well.

In the fall of 1986, after further favourable reviews by external referees, there was a remarkable change as Professor Vandervort was considered for tenure and promotion. By a vote of 18 to 0, the College found her research to be satisfactory. However, though signed statements from students, with few exceptions, described her as a talented, effective, and caring teacher, a majority of her colleagues found her teaching to be unsatisfactory and voted against both tenure and promotion. Her colleagues had not visited her classes.

Professor Vandervort success-

fully appealed both decisions to higher committees. The Tenure Review Committee of the University voted 6 to 0 for tenure. Thereafter, the University's Promotions Appeal Committee recommended her promotion to the rank of associate professor.

During the 1988-1989 academic year Professor Vandervort was at the Harvard Law School, on sabbatical leave. Professor Peter MacKinnon became Dean of the College of Law on July 1, 1988. In the fall of 1988 Vandervort was asked, on behalf of the Dean, if she would be interested in resigning from her tenured position in return for a cash payment. She declined. For the following two academic years she took leave without pay from Saskatchewan and remained at Harvard, supporting her research through contract work. She returned to the University of Saskatchewan in the fall of 1991. Her research was now supported by a Social Sciences and Humanities Research Council of Canada grant, originally awarded for the years 1991-94 and subsequently extended.

Dean MacKinnon's recommendation to President Ivany that Professor Vandervort be dismissed was made in letters of March 30 and April 13, 1992. Ivany's notification that he would make the same recommendation to the Board of Governors and that she was temporarily relieved of her duties was written on May 6. Her previous record was free of any disciplinary action or warning of the possibility of such action. She was now evicted from her office in the College of Law.

The University based its case on allegations that Professor Vandervort had:

- 1) invaded a student's privacy by causing the student to declare that she was gay, during a discussion in class of a letter to Vandervort in which the student objected to Vandervort's reference to "a limp-wristed judge";
- 2) contacted the student and tried to intimidate her after Dean MacKinnon had asked Vandervort for a response to a written statement from the student;
- 3) failed to perform her duties at an acceptable level as she supervised a class which competed in the Laskin Moot; namely, by failing to attend the last two practices for the Moot and the competition in Fredericton;
- 4) published an allegation of dishonesty against a student before the allegation had been properly investigated;
- 5) been absent from a number of first-year classes without permission and crowded make-up classes into March, breaking a College rule

against making up classes during the last two weeks of a term.

After two years, twenty days of arbitration hearings during the period between November 1992 and the end of May 1993, and expenditures of substantial public funds by the University and private funds by the Faculty Association, the proceedings are over. Some of these funds might have been saved had the advice of the Arbitration Committee at the conclusion of its sittings in February 1993 been heeded. In his introduction to his determination, Innis Christie remarks that "We advised the parties of our conclusion ["that the grounds for the President's recommendation do not constitute good and sufficient cause for dismissal"] after the University had put in its case [which was concluded on February 24, 1993], in the hope that time and money would be saved. It suffices to say that it did not have that effect."

The final decision has now been handed down. The outcome is significant for several reasons. The University failed in its action. Professor Vandervort was neither dismissed nor reprimanded. In addition, the final decision speaks to the principle of confidentiality in a university, the standard of proof required for the dismissal of tenured faculty, and the significance of reprimands in academic settings. These aspects of the decision will likely influence future disciplinary procedures and decisions at all universities in Canada.

The interim decision of the Arbitration Committee, which reinstated Professor Vandervort, reads in part as follows: "The Committee has determined that even if the grounds for dismissal upon which the President's recommendation that Professor Vandervort be dismissed are established they do not constitute good and sufficient grounds for dismissal. The committee therefore directs that...Professor Vandervort be fully reinstated...In our final Decision in this matter the Committee will determine if any lesser form of discipline is appropriate."

In his final determination, issued April 25, 1994, Professor Christie affirms the earlier decision to reinstate Professor Vandervort and also concludes that a reprimand is not justified. "Based on the facts as I have found and explained them here," he says, "I have decided that several of the grounds for the President's recommendation that Professor Vandervort be dismissed are not established and that others are established only in part. To the extent that they are established they do not constitute good and sufficient cause for dismissal, nor do they constitute good and sufficient cause for any lesser form of discipline except for the placing on her personal file of warnings and the findings in this 'Determination' that she exercised poor judgement."

Only three among the matters alleged, in various forms, during the course of the hearing, were found to be "established only in part" and to constitute, at worst, "poor judgement." Professor Christie determined that "warning letters" advising Professor Vandervort not to take

similar action could be issued regarding: 1) scheduling a make-up class within the final two weeks of the teaching term contrary to a College policy enacted in 1983 in order to reduce student stress; and 2) her decision not to make more effort to make alternative flight arrangements to go to the Laskin Moot competition in Fredericton, New Brunswick, after she missed her scheduled flight. The other findings were disposed of in the conclusion of the determination, which stated: "She may also be counselled in writing not to schedule too many make-ups into the last part of the term and to consider more carefully the situation of students before personalizing class discussion as she did in B's case. In respect of all of these matters, this determination itself is the final word." These findings fell far short of the tone and thrust of the original written allegations as outlined by President Ivany and presented to the Arbitration Committee by counsel for the University.

Professor Christie comments that "Much of the evidence related to matters of background or context of marginal relevance and to incidents which, taken alone, seem almost trifling." He concludes that Professor Vandervort's approach to the student after Dean MacKinnon had asked for Vandervort's response to the student's written statement was not improper. "Indeed, it is clear," he remarks, "that if [the student] was 'influenced' in her attitude toward what went on in Professor Vandervort's classes and in the writing of the letters that are before me in evidence it was by Dean MacKinnon, not by Professor Vandervort. That is not to suggest that the Dean attempted in any way to influence [the student]. The point is simply that Professor Vandervort did everything she could not to improperly influence the student."

There is little indication that a careful investigation was done before the dismissal action was begun. Professor Vandervort was not informed of the substance of most of the "complaints" against her before the dismissal recommendation was made, and thus had no opportunity to provide an explanation of them before they were referred to the

President. What "investigation" there was appears to have consisted largely of summoning students and asking them to provide statements critical of the professor. Students were also asked to seek statements from their peers. This process was a recipe for the production of unreliable statements.

The mandate of the Arbitration Committee was limited to determining whether Professor Vandervort should be dismissed or be subject to some lesser form of discipline. The final decision by Professor Christie therefore notes that no determination was made by the Committee on the submission by counsel for the Faculty Association that Dean MacKinnon, who had opposed Professor Vandervort's tenure, had treated Professor Vandervort unfairly in that he had violated proper procedures in at least twenty different respects. Similarly, allegations that Professor Vandervort has been the subject of discrimination, and that her academic freedom had been infringed or breached at the University of Saskatchewan on a variety of occasions since 1982 were not within the mandate of the Arbitration Committee, though grievances dealing with these issues have been filed by the Faculty Association and are outstanding. Though the dismissal case is over and faculty protection against arbitrary dismissal from tenured positions has been affirmed at the

University of Saskatchewan, Professor Christie's final decision contains many important conclusions. They emerged as a consequence of important questions that the Arbitration Committee was required to address during the hearings and in its deliberations. Objections were raised by counsel for the University to questions about documents, oral statements, and votes in promotion and tenure committee proceedings on the ground that these proceedings were confidential and the statements were therefore protected by privilege. Citing the adoption of the four "Wigmore rules" by the Supreme Court of Canada in *Slavutych v. Baker* (1975), 55 D.L.R. (3d) 224,

## FACTS

### AT ISSUE

In May 1992, the President of the University of Saskatchewan initiates action to dismiss a tenured associate professor in the College of Law. Following the conclusion of its hearings in May 1993, an arbitration committee reinstated the professor. The full determination of the committee, issued in April 1994, contains decisions that could influence future disciplinary decisions at all universities in Canada.

### PRINCIPLE

Confidentiality in a university

### DECISION

In the case of a recommendation for dismissal of a tenured professor, the interests of the professor were sufficiently important that all relevant information must be disclosed, even if it was otherwise considered confidential.

### PRINCIPLE

Standard of proof required for dismissal of tenured faculty

### DECISION

Any one who bears the burden of proof in a matter of serious consequence must be able to prove it in a way and to a standard that is satisfying to the trier of fact aware of those consequences. Thus if tenure were at stake the civil standard of proof would be rigorous, and might well be stated as a requirement that there be clear, cogent and convincing evidence. This would be so even if the dismissal did not involve any apparent issues of academic freedom.

Objections were raised by counsel for the University to questions about documents, oral statements, and votes in promotion and tenure committee proceedings on the ground that these proceedings were confidential and the statements were therefore protected by privilege. Citing the adoption of the four "Wigmore rules" by the Supreme Court of Canada in *Slavutych v. Baker* (1975), 55 D.L.R. (3d) 224,

# CANCOPY Negotiates Model Licence Agreement with AUCC

BY MAUREEN WEBB

IN THE SPRING OF 1994 the Association of Universities and Colleges of Canada (AUCC) completed negotiations on a model copyright licence agreement with the Canadian Reprography Collective (CANCOPY). The agreement is intended to provide a template for individual institutions negotiating licensing rights with CANCOPY in the months to come.

CANCOPY is the major copyright collective for literary works in English Canada. Like other copyright collectives, it administers licences for the use of the copyrighted works of its members and collects royalties on their behalf.

CANCOPY's existence and its current negotiations with institutions of higher education were made possible by amendments to the Copyright Act in 1989. Prior to this time only collectives for the public performance of musical works were permitted under the act.

The 1989 amendments provided for the establishment of copyright collectives for other kinds of works, reflecting Parliament's recognition of the benefits of collective administration of copyright to both creators and users.

For creators, collectives provide a more effective method for the enforcement of rights and the collection of royalties than individual action. For users, collective licensing streamlines the task of locating individual copyright holders for permission to use copyrighted material and provides spontaneous access to large repertoires of works at a reasonable cost.

## OVERVIEW OF THE AGREEMENT

CANCOPY's model licence agreement with AUCC provides "Licencees" (defined as "the [contracting] institution and each employee of the institution, student, professor, library worker, volunteer, and all other persons authorized or represented by the institution") with the right to make copies of published works for the purpose of education or recreation associated with the institution, including professional, research, archival and administrative activities. Copies for use in association with political or commercial products or services are not covered by the agreement.

The structure of the agreement is similar to that of collective licensing agreements in other countries in that it specifies what cannot be

copied under it, rather than listing what can be copied. Thus, the agreement operates on the principle that works are covered by it unless specifically excluded and that CANCOPY will indemnify licencees in respect of works which fall outside of the repertoire of works for which CANCOPY has explicitly obtained administration rights from copyright owners.

The agreement provides for flat tariffs to be paid by institutions for copies made for private use. The amount is based on the number of full-time and part-time students for each year during the term of the local agreement. Copies made for sale are subject to per copy tariffs, as are photographic slides, microfiche, microfilm and "alternate format" copies for the handicapped.

The portion of works which can be copied by licencees varies according to the type of work and whether the copy is for sale or private use.

## EXCLUDED WORKS & "FAIR DEALING"

The works specifically excluded from the ambit of the model licence agreement include:

- unpublished works;
- Crown publications;
- tests, examination papers;
- assignment sheets;
- print music; and
- works contained in the agreement's "Exclusions List" (a list which includes named works owned by specific authors and publishers, and "editions of works which to the knowledge of the institution are published only outside of Canada, Australia, France, Germany, Great Britain, Iceland, Norway, Spain, Switzerland, Liechtenstein and the United States...").

Also excluded from the ambit of the agreement is any "fair dealing" with published works. Under the Copyright Act "fair dealing" with works in which copyright subsists "for the purposes of private study, research, criticism, review or newspaper summary" does not constitute infringement of copyright. Current caselaw about what specific acts constitute "fair dealing" is scarce and inconsistent, and CANCOPY and AUCC do not agree on the issue.

As a result, they have agreed in a side letter to the model licence agreement that CANCOPY will refrain from taking compliance action against licencees for specified acts which fall within the area of disagreement during the term of local licence agreements.

A 1989 Ontario study estimated that university degree holders receive an overall 14 per cent return on their investment in education, with higher returns for those in professional practice. ■

## CONCERNS ABOUT THE AGREEMENT

Despite the benefits the CANCOPY model licence agreement offers to creators and users in the educational setting, some concerns exist.

First, the agreement does not cover electronic copying which may well become the predominant mode of disseminating literary works in educational institutions in the future. For such copying, users will continue to have to seek permission from copyright owners individually.

Second, some of the major legal and medical publishers are specifically excluded from the ambit of the agreement under the Exclusions List.

Third, indemnification is lost by licencees where their copying is

not in compliance with the terms of the agreement, for example, where they copy more of a work than is permitted, copy for a "commercial" as opposed to "professional" purpose, or inadvertently copy a work which is specifically excluded from the ambit of the agreement.

Thus, there will be a continuing need to ensure that contracting institutions give adequate training to employees, students and volunteers about the terms of the agreement, so that they do not become exposed to personal liability for claims of copyright infringement.

Lastly, under the current Copyright Act, section 42 allows for criminal prosecution for copyright infringement. While CANCOPY is able to offer indemnification in respect of civil claims of copyright

infringement, it cannot indemnify against criminal prosecution.

Thus, it is possible that an institution could be operating within the terms of its agreement with CANCOPY and protected against civil claims by CANCOPY's indemnification, yet still be criminally prosecuted. Only recently, Université Laval and a copy centre related to the University of Ottawa have been prosecuted under section 42.

CAUT has called upon Minister of Justice Allan Rock to make an immediate amendment to section 42. Until a change is made, however, the purpose and benefit of licensing arrangements under the Copyright Act remain threatened. ■

(Maureen Webb is a CAUT Professional Officer who works in the area of legal aspects of employment relations.)

## Defence of Tenure at University of Saskatchewan

FROM PAGE 5

the Arbitration Committee ruled that the fourth rule had not been satisfied, that is, that "the injury that would inure to the relation by the disclosure of the communications must be greater than the benefit thereby gained for the correct disposal of the litigation," and as a result ordered the witnesses to provide all relevant information. In this case, Professor Christie held that any expectation of confidentiality, if it existed at all, could not prevail and that the witnesses were required to answer all questions about past collegial decisions. Professor Christie decided that an arbitrator "must... weigh the interests involved with great care before violating an expectation of confidentiality, but has the power to do so." It is significant that, in a case of a recommendation for dismissal of a tenured professor, the Arbitration Committee decided that the interests of the professor were sufficiently important that all relevant information must be disclosed, even if it was otherwise considered confidential.

In all cases involving dismissal, the burden and standard of proof are important issues. The Collective Agreement at the University of Saskatchewan stipulates, as is customary, that the burden of proof rests with the employer but is silent on the standard of proof. Counsel for the Faculty Association argued that the burden of proof is very high for the dismissal of tenured faculty and that the Arbitration Committee had to be satisfied by "clear, cogent and convincing evidence."

Professor Christie's response to this argument is worth quoting at length: "I have no hesitation in accepting the submission that academic tenure is a very important interest, and that it involves more than simply security of employment. I accept as well that simple security of employment is the mechanism by which the academic world, and the

parties to this Collective Agreement, have chosen to protect the more complex value at stake. This relationship is stated clearly and with authority by LaForest J. in the majority judgment of the Supreme Court of Canada in *McKinney v. University of Guelph* (1990), 76 D.L.R. 545." Professor Christie continues: "As indicated by our interim decision in this matter, even if the University's [case] were fully made out on the facts this Arbitration Committee would, by majority decision, not uphold the President's recommendation that Professor Vandervort be dismissed. Strictly speaking, therefore, the vital question of the standard of proof where tenure is at stake need not be answered here. What we are directly concerned with is the standard of proof where some lesser discipline of a tenured academic, up to and including suspension, is in issue." Nevertheless, he adds: "Certainly, any one who bears the burden of proof in a matter of serious consequence must be able to prove it in a way and to a standard that is satisfying to the trier of fact aware of those consequences. Thus if tenure were at stake the civil standard of proof would be rigorous, and might well be stated as a requirement that there be clear, cogent and convincing evidence. For the reasons quoted, this would be so even if, as here, the dismissal did not involve any apparent issues of academic freedom" (emphasis added). Since tenure is not at stake, "I have approached the finding of facts here on the basis that the civil burden of proof applies. The University has had to prove the facts upon which any discipline can be justified on a balance of probabilities, bearing in mind the serious consequences for Professor Vandervort of any adverse findings." Moreover, Professor Christie observed that, "even where, as here, academic freedom is not directly in issue, and what is involved are 'the practical accommodations necessary in connection with teaching and

other specific duties' [a quotation from a decision in a dismissal hearing at the University of Western Ontario, 1974], the purpose and importance of tenure [must] not be forgotten. Academic freedom can too easily be the victim of either a direct attack cloaked in 'the practical accommodations necessary' or a careless flailing at normal professorial shortcomings" (emphasis added).

Given the distinguished reputation of Professor Christie as an arbitrator, this ruling will doubtless have a substantial influence on other adjudicative bodies in Canada.

Faculty at all Canadian universities should welcome Professor Christie's strong statements in support of tenure and academic freedom. The Faculty Association was able to afford the necessary expenditures because of its special Contingency Trust Fund, established some years previously and funded from membership dues to cover such expenditures. The members of the Association understand the importance of protecting themselves and tenure from arbitrary administrative decisions. They are also aware of the significance of the case for Professor Vandervort, including the disruption of her professional life and the time and attention it demanded from her over a period of more than two years.

While the hearings were not about the conduct of the Dean of Law and the President of the University, one must question the decision of the administration to put this case forward. Perhaps the President of the University of Saskatchewan will now examine a dean's recommendation for the dismissal of a tenured faculty member more carefully before acting on it. ■

(Kath Johnstone is a Professor Emerita of English at the University of Saskatchewan and a former Chair of the University of Saskatchewan Faculty Association. He was asked by CAUT to act as its observer during the hearings of the Arbitration Committee.)

## Degree = More \$

A RECENT STATISTICS Canada study has revealed that university graduates earn 70 per cent more on average than people who have high school diplomas after two years in the workforce. The study surveyed 36,000 university graduates.

The difference is even greater when comparing university graduates to persons without a high school

diploma. People with university degrees make an average of \$50,000 a year compared to \$25,000 for individuals with zero to eight years of education.

A 1989 Ontario study estimated that university degree holders receive an overall 14 per cent return on their investment in education, with higher returns for those in professional practice. ■

# New Federal Student Aid Program Becomes Law

*Higher loan ceilings and special grants welcome; income-contingent repayment ill-advised at best.*

BY ROBERT LÉGER

**I**N JUNE 1994, THE CANADA Student Financial Assistance Act received royal assent. This event had been preceded by many years of lobbying by interested organizations as the government endeavoured to reform the system.

## INCREASE IN THE WEEKLY LOAN LIMIT

On Aug. 1, 1994, the full-time weekly loan limit was increased from \$105 to \$165. The loan limit had not been increased since 1984, due to the neglect of the previous government. This increase was long overdue and was welcomed by CAUT.

Many other organization also applauded the raise in the weekly loan limits. One of them was the AUCC, which nevertheless, pointed out that with regard to the 57 per cent increase in the loan limit the level of federal support for the program does not necessarily reflect a similar jump in support to individual students.

"In the past, the federal government would provide the first \$105 of student need. Under these changes, if that same student's need is assessed at \$165 per week, the federal government would provide 60 per cent of that need — \$99. Only students with an assessed need of \$275 would receive the maximum federal loan — some others could receive less than they did in the past," says the AUCC response to the plan.

## SUPPORT FOR PART-TIME STUDENTS

The ceiling on part-time student loans has been raised from \$2,500 to \$4,000 effective Aug. 1, 1994. A special opportunity grant program for high-need part-time students has also been established. A study conducted by the Canadian Association for University Continuing Education suggested several reasons why reform of the Canada Student Loans program for part-time students was essential.

## SUPPORT FOR PERSONS WITH DISABILITIES, FOR WOMEN DOCTORAL STUDENTS

Special opportunity grants for women pursuing doctoral studies in fields where they are underrepresented and for persons with disabilities have been established, and CAUT welcomed these proposals. Since 1989 CAUT has been advocating the following short term goal: "The federal government should develop a system of needs-based grants which, in the first instance, should be available to groups currently experiencing

low participation rates such as those with disabilities."

## INCOME-CONTINGENT REPAYMENT

The act includes provision for income-contingent repayment. It states that the Governor in Council may make some regulations, in respect of any province, for repayment of student loans by borrowers on an income-contingent basis, or for the establishment and operation of a student loan program.

Pilot projects will test our income-contingent repayment loans. If the pilot projects are deemed positive by the government, an income-contingent loan repayment plan could then be put in place by regulations without the need to amend the act.

CAUT is opposed to such an income-contingent loan repayment plan (ICLRP) for the following reasons:

- With an ICLRP, the total cost of education to the student, including the cost of borrowing, is greatest for those who take the longest time to pay the loan and who are normally the poorest;
- With an ICLRP, the increased tuition fees called for by most ICLRP proponents would inevitably lead to a larger percentage of Canadian students requiring assistance to cover debts that would be larger than at present; and
- Income contingency would also serve as a definite disincentive for the federal and provincial governments to maintain their grant levels once tuitions begin to rise.

And they have begun to rise: on the average, tuition fees have more than doubled in the last 10 years, and since 1990, have been increasing far more rapidly than the consumer price index. It is difficult to see how the introduction of ICLRP would stop that trend.

Concerning the ICLRP pilot projects, CAUT recommends: "Whatever income contingency pilot projects are established students should enter them on an individual, voluntary basis. If the government is so confident that the establishment of income contingent repayment loans is a wonderful thing for students, it should be willing to allow students to compare them with all aspects of the existing student aid system and make a free choice for their educational (and financial) future."

## ELIGIBILITY & STUDENT NEED CRITERIA

Another element of the act that CAUT finds disturbing is the lack of information concerning the

## THIS MONTH AT PARLIAMENT

### Science & Technology Review Underway

Industry Minister John Manley and Secretary of State for Science, Research and Development Jon Gettrard, have begun their cross-country consultation on science and technology policy.

The review consists of three main components beginning with a series of consultations with members of Canadian communities. The first of these took place in Peterborough, Ontario in July. The final stop was in Ottawa at the end of August. The community consultations will be followed by a series of regional meetings to be held in Vancouver, Saskatoon, Toronto, Montreal and St. John's during September. A national roundtable will take place in Ottawa in October.

The second component will be an internal review of Science and Technology policies and activities by an interdepartmental task force. The final aspect will be the preparation of an independent report by the National Advisory Board on Science and Technology (NABST).

CAUT contacted all faculty associations during July to encourage members to participate in the process. In addition to engaging in the consultation meetings where possible, individual faculty members are encouraged to contribute to the dialogue by participating in the Internet computer network (canai) or by submitting a written brief to the Department.

### New Science Body Proposed

A government report has called for the establishment of a national academy of science and technology. The recommendation was contained in a report drawn up by panel of scientists and business people formed by the former Conservative government.

The panel was asked to examine the need for a National Academy of Science, similar to ones that exist in other countries such as the U.S. and Britain. It was chaired by Brian Segal, *Maclean's* magazine publisher.

The panel wants the new academy to be composed of highly regarded individuals and headed by a leading Canadian of significant stature. It would remain independent from the government, but would receive federal funding of \$250,000 for at least three years.

Included in the new body's recommended functions:

- identify social, scientific, technological, economic and ethical issues of importance to Canadians;
- encourage public debate on such issues and provide independent advice to Canadians and governments on public policy, legislation and regulations;
- act as a forum for distinguished scholars and researchers to present and debate new findings and to disseminate knowledge;
- recognize outstanding contributions in the natural sciences, engineering, humanities and social sciences;
- encourage the development and participation of women and other under-represented groups in scholarship and research.

The panel's report will be discussed during the federal government's ongoing review of national science and technology policy.

### Science Review Criticized

The Liberal government's review of science and technology policies and spending has been criticized as a waste of time. According to a report in *The Financial Post*, the Canadian Manufacturers' Association claims that the exercise is too general and ignores the real needs of business. In an accompanying editorial, the *Financial Post* states that "business would rather leave the philosophy of S&T investment to the classroom and focus the discussion on what programs work and what programs don't work."

Of concern to university researchers is the view held by many, including the *Financial Post*, that research spending should be tied to the bang for the buck. The editorial raises the question, "What return are we getting for the \$7 billion tied up in Ottawa's S&T programs?" While the *Post* editorial acknowledges the need for basic research, it says that the focus of exercise should be on the commercial applicability of the federal programs.

### New Rules of Disclosure for Lobbyists

Prime Minister Jean Chrétien has promised to "put an end to the politics of cronyism and secret backroom deals" and to "force lobbying out from the shadows into the open." In introducing the amendments to the Lobbyist Registration Act in June, Mr. Chrétien promised that those involved in lobbying will have to disclose who it is they are representing and what they are doing.

Under the proposed amendments lobbyists will be required to name their clients, reveal which government department they are lobbying, how they are lobbying and which bills or contracts they are attempting to influence. The changes to the Act have been criticised by the media and the opposition parties as not going far enough, especially since the law would not force public disclosure of the fees that lobbyists charge their clients.

Under the current Lobbyist Registration Act, members of Tier II, those employed by associations and interest groups, are simply required to register their name, the name of their employer and their position with the association — essentially the information found on a business card. While CAUT has been a supporter of more openness in government relations, it joined with other associations in calling on the Minister of Industry to introduce a balanced law which would require the disclosure of pertinent information without unduly burdening small interest groups and associations with needless paperwork.

### Lobbyists Form Association

Perhaps feeling the heat of increased government regulations, lobbyists in Ottawa have formed their own organization to represent their interests.

The Government Relations Institute of Canada held its founding meeting in mid-August. The Institute will be developing a professional code of conduct for its members. It will also be educating the public about the role of government relations professionals. Membership is open to both Tier I lobbyists (hired guns) and Tier II lobbyists (employees of companies or associations).

The Institute will be asking to appear before the Commons committee examining the proposed changes to the Lobbyist Registration Act.

eligibility and student need criteria to be used.

When Bill C-28 received second reading, CAUT contacted the Department of Human Resources Development in order to obtain a list of such criteria that would assist it in evaluating the bill. The department informed the association that the eli-

gibility and student need criteria were still under negotiation between the provinces and the federal government.

### POWER OF BANKS

It is worrisome to see that under section 5 of the act banks will have increasingly greater discretionary power in student loan risk-

sharing and other aspects of loan administration. Their first concern as private interests is for their own profitability — not for broad access to post-secondary education as part of the public interest ■

(Robert Léger is a Government Relations Officer at CAUT.)



## Readers for and against issue on women and academic freedom

The article "Academic freedom is the inclusive university," CAUT Bulletin, April 1994, had very little to do with academic freedom. It appears to be nothing more than a diatribe aimed at denigrating white males of the professoriate, who are blamed for all that ails academia. The authors took a very jaundiced view of academic freedom and the net result is an article, self-serving to a special interest group.

If CAUT wanted an objective assessment of the present status of academic freedom it should have sought input from an unbiased panel drawn from all segments of academia. As it stands this report lacks credibility and I am left wondering what was the real purpose. Nowhere in the article was there any reference to a ground swell of support from the professoriate for a change in the current concept of academic freedom. I can only assume that the intention is to create a concept applicable to a specific group.

I wish to detail a few misconceptions in this article. There is the contention that some groups are excluded from the university. This is nonsense. No one is excluded from the university anymore than a blacksmith is excluded from the theatre of a neurosurgeon. Because there is a plurality of some groups in the university does not mean that others are excluded.

The article contends that there are fewer women in senior positions in universities even though female students comprise the bulk of the population. The implication is that because of this situation there are flaws in the current concept of academic freedom. I fail to see the connection.

Another misconception is that women and members of the, so-called, marginalized groups occupy lower ranks in the professoriate and are more vulnerable to punishment for intellectual heresy. In my view such groups are no more vulnerable than others occupying similar positions.

In an attempt to justify inclusivity the article is replete with the terms white male, monolithic, androcentric, eurocentric, heterocentric, etc. What was the purpose? Quite frankly I do not know what inclusivity means but if this is another term for a quota system in academia it should be rejected in the strongest term.

Perhaps the most serious flaw in the article is the notion that subjectivity should replace objectivity because, somehow, subjectivity is seen as a male domain. If we lose objectivity then perhaps we need to redefine the university. Isn't subjectivity one of the root causes of bias and bigotry? If one maintains, as this article did, that gender, racial and ethnic considerations be mandated in curricula, is this in keeping with academic freedom?

Academic freedom is earned by those who venture into academia. It is not simply conferred upon groups. It should allow free exchange of ideas without bias or punishment and should be unfettered by gender, ethnic or racial considerations. I strongly reject the notion that women and minorities of the professoriate do not have academic freedom. Perhaps the authors are confusing the rights and freedoms guaranteed under the Constitution with academic freedom. The latter is not freedom to do whatever one wants but rather the unencumbered expression of one's ideas in the advancement of one's discipline, in an academic environment.

In my view the authors have advanced no credible argument for a change in the present concept of academic freedom. Any rethinking of the status quo must be more than to seek a change designed to promulgate or appease a specific group.

C. PALMER  
Board of Representatives  
University of Manitoba Faculty Association

At our most recent meeting, members of the OCUFA Status of Women Committee were unanimous in our strongly positive response to the CAUT Status of Women Committee Supplement (Bulletin, April 1994) on academic freedom. You have done an excellent job with this supplement and have made a timely and valuable contribution to an increasingly contentious debate. We were impressed with the breadth and depth of the articles, and the authors' ability to address the key issues that confront so many of us.

Congratulations to the CAUT Status of Women Committee for an exceptional job.

PAMELA J. MILNE  
Chair, Status of Women Committee  
Ontario Confederation of University  
Faculty Associations

The article Academic Freedom in the Inclusive University in the April issue suggests to me that the academic freedom debate largely concerns two opposing pedagogies. Under attack in the article is the pedagogy of the intellectual pursuit of truth through traditional methods. As the authors put it, this "masculinist model of discourse and pedagogy" is marked by "the eschewing of the personal and subjective."

The article's authors seem to propose that professors adopt the social worker teaching model, where the instructor becomes a case worker helping students (clients) regarding a range of problems, including self-esteem. They are arguing for an approach which would make women, blacks, gays, etc. feel accepted and comfortable.

By implication, this does not mean telling them the truth. Such an approach would seem to be immune from criticism on strictly intellectual grounds. Whether such a goal is the best one for universities to pursue is the issue around which the present conflict has arisen.

KEVIN McCABE  
c/o Classics, Brock University

## Fear could derail women's struggle

I recently heard a colleague, for whose personal integrity I have the greatest respect, use a public platform to express his deeply felt anxieties about "political correctness." By this he meant the possibility that if he were to touch a woman student or colleague he would immediately run the risk of having his reputation ruined by a charge of sexual harassment.

I am all in favour of women having the power to take effective action against someone who continues to make undesired physical advances. There seems to be a widely held male fear, however, that women would abuse this power wholesale by bringing charges against them frivolously and without warning.

I am deeply saddened by the possibility that this fear may derail some people's support of women's struggle for a campus environment free from persistent unwanted attentions. It seems to me deeply ironic that this is emerging at a time when women are trying to encourage men to express their feelings more openly.

RAY MORRIS  
Sociology, York University

## Reader calls research grant competition vicious

The front page headline in the *Globe and Mail* (June 8, 1994) "Fabrikant complaints supported—Research-grant system at universities needs change, report says" reminded me that in August 1992, just after the Fabrikant murders were committed, I wrote a letter to the editor of the *Globe* inferring that this deplorable act of violence was caused by the climate of vicious competition for research funding that prevails in Canadian universities, especially in science, engineering and medicine. My 1992 inference is now confirmed in the report of the Harry Arturs investigation.

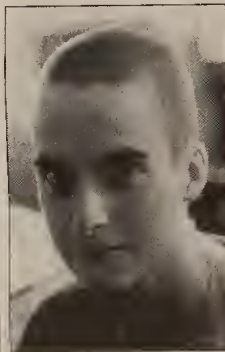
Despite erudite critiques written by perceptive professors over a 20-year period, many attempts to persuade the Canadian government and its granting agencies (MRC, NSERC and SSHRC) to change their policies of draconian competition for research funding have all been ignored. Likewise Professor Fabrikant's complaints to the authorities at Concordia University about corruption within his faculty were ignored. His complaints were based upon moral precepts such as honesty and impartiality, and having failed to obtain justice via reason and representation, he attempted to administer justice himself.

The basic criticism of the Canadian government's policy of ferocious competition for research funding, is that it is counter-productive. It encourages professors to engage in prolific productivity of routine results, it engenders downright dishonesty (noted in the Arturs report), and it actively discourages truly innovative research. Canadians are being short-changed by the system. Many original ideas that could benefit society as a whole are not being developed, and the graduates of our universities (especially Ph.D.s) are not as well trained as they should be. Manifestly Canada, as a civilized society based upon the application of human knowledge and intelligence to enhance the lives of its people, is in a state of decline.

The apparent indifference of the Canadian government and university administrations (to wit Concordia) is rooted in the common denominator of Canadian thought; the partisan mentality of competitive sports where "winning the game" is the only motivator, and whose only measure of worth is the ubiquitous dollar.

GEOFFREY HUNTER  
Chemistry, York University

## J.H. Stewart Reid Memorial Fellowship



Chloë Atkins

THE SELECTION Committee of the J.H. Stewart Reid Memorial Fellowship is pleased to announce this year's recipient for 1994-95. The Fellowship has been awarded to Chloë Atkins, a PhD student at the University of Toronto. There were over 200 applicants for the scholarship.

Ms. Atkins obtained a Bachelor of Arts degree in Political Science and English from the University of Toronto, and a Master of Arts in Political Science, also from the University of Toronto. Her doctoral research centres on bioethics, and her dissertation is entitled, "The Road to Diagnosis: A Feminist Critique of the

Theory and Practice of Ethics in Medicine." She expects to defend her thesis in the Fall of 1995.

Complementing her excellent academic record, Ms. Atkins has presented several professional papers and submitted articles for publication in a number of scholarly journals. She is interested in pursuing work in university teaching, with emphasis on political theory and medical and applied ethics.

In addition to the Stewart Reid Fellowship, Chloë Atkins has received a number of awards and scholarships, including a Social Sciences and Humanities Research Council Doctoral Award, OSAP Award for Disabled Students, University of Toronto Open Fellowship and the Irving J. Hoffman Memorial Scholarship.

The J.H. Stewart Reid Memorial Fellowship was established by CAUT through voluntary contributions by faculty associations and individual faculty members from across the country to honour the memory of the first Executive Secretary of the Association. The members of the Selection Committee for 1994-95 were Averil Gardner (Memorial), Richard Hiett (Brock) and Peter King (Manitoba). The \$5,000 fellowship is available to Canadian citizens or permanent residents of Canada who are working toward a doctoral degree at a Canadian university. ■

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# L'entente cadre sur l'avenir du Collège militaire royal de Saint-Jean: une déception

PAR ROBERT LÉGER

ON SE RAPPELLERA QUE l'annonce de la fermeture de deux collèges militaires, soit ceux de Saint-Jean et de Royal Roads, avait provoqué un tollé de protestations, surtout au Québec. L'ACPPU avait profité de toutes les tribunes qui lui étaient offertes pour argumenter que c'était une mauvaise décision.

## ENTENTE CADRE

Le 19 juillet, on annonçait la signature d'une entente cadre entre le gouvernement du Québec et le gouvernement fédéral. Voici ce que prévoyait l'entente:

- Le gouvernement du Québec assurera la gestion et aura la maîtrise de l'ensemble des immeubles pendant cinq ans.

- Un programme d'enseignement d'une durée d'un an sera dispensé, en français et en anglais, à 100 élèves officiers avant leur entrée au Collège militaire royal situé à Kingston.

- Une formation en langues sera donnée à l'équivalent de 100 étudiants à temps complet, dont 50 proviendront du ministère de la Défense nationale et 50 d'autres ministères.

- Le gouvernement du Canada s'engage à verser au gouvernement du Québec un montant de 5 millions de dollars par année pour chacune des cinq années prévues à l'entente. [...] Si le gouvernement du Canada inscrivait plus de 200 étudiants, il verserait une contribution supplémentaire pour les frais annuels de scolarité.

- Le gouvernement du Québec assumera l'entière responsabilité financière relative à la gestion, l'administration, l'entretien, la sécurité des immeubles de même que le paiement des en-lieux de taxes y afférents.

Rappelons que le gouvernement fédéral a dépensé 37,6 millions de dollars pour le fonctionnement du Collège militaire royal de Saint-Jean en 1992-1993.

Rappelons aussi les quatre piliers du système des collèges militaires dont parlait le *Rapport du Comité ministériel sur les collèges militaires*, soit 1) l'enseignement universitaire axé sur la formation «hibernale»; 2) l'instruction

militaire; 3) l'apprentissage de la langue seconde et 4) le programme d'éducation physique.

Comme il est possible que le volet scientifique disparaisse à Saint-Jean, le pilier n° 1 en prend pour son rhume. Il en va de même, à divers degrés, des trois autres piliers.

Il se faisait de la recherche intéressante et importante au CMR de Saint-Jean. En ce moment, rien n'indique que cela va continuer au nouveau centre.

## REACTIONS DE LA PRESSE

Dans le *Citizen d'Ottawa*, Anne McIntyre écrivait: «Just before the Quebec election the deal for Collège militaire royal.»

La *Gazette* titrait «Compromise on military college — Ottawa helps get rid of Johnson's hot potatoes».

Pierre Gravel de *La Presse*, dans un article intitulé «Les Montgolfières», était plus critique. Il comparait l'annonce de l'entente au lancement d'un ballon et ajoutait «... il devrait, espèrent les stratégies politiques, tenir l'air assez longtemps pour calmer la grogne provoquée par le budget fédéral. Et surtout faire illusion. Donner aux électeurs de Saint-Jean-sur-Richelieu l'impression que la vénérable institution est sauvée et, à tous les Québécois, le sentiment qu'ils ont tout à gagner dans une fraternelle collaboration entre libéraux à Québec et à Ottawa.»

Dans un article cinglant, Gilles Lesage du *Devoir* parlait de «maquillage et poudre aux yeux.»

## EFFORTS DES PROFESSEURS DE SAINT-JEAN

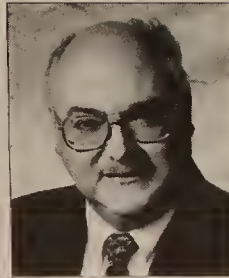
Les professeurs du CMR ont aussi dénoncé cette entente cadre. Par la suite, le ministre de l'Éducation, M. Chagnon, ayant mis sur pied un Comité d'implantation, les professeurs demandaient de participer aux travaux du comité. De plus, les professeurs veulent la création immédiate du nouveau centre pour diminuer l'incertitude et l'inquiétude qui règnent au sein de l'institution. «Tour défilé [...] mènera à l'effritement des équipes de recherche et des noyaux d'expertise», ont-ils ajouté.

Dans une lettre conjointe au premier ministre Johnson, la présidente de l'ACPPU et le président de

la FQPPU écrivaient: «Suivre à l'annonce de la signature d'une entente-cadre concernant l'utilisation des installations du Collège militaire royal de Saint-Jean, nous voudrions encore une fois déplorer la disparition du seul Collège militaire universitaire de langue française. L'entente-cadre qui a été signée est un recul pour l'enseignement universitaire au Québec et en particulier celui destiné aux futurs étudiants militaires.»

## CONCLUSION

Le ministre des affaires intergouvernementales Marcel Massé a



Massé

décrit cette entente comme «la solution idéale». Elle est peut-être idéale du point de vue du gouvernement fédéral qui se sort d'un guépier à peu de frais. Elle ne l'est pas du point de vue de l'enseignement en français de nos étudiants militaires universitaires.

Pendant ce temps, à l'autre bout du pays, on espère encore qu'une entente interviendra entre le gouvernement fédéral et le gouvernement de la Colombie-Britannique au sujet du Collège militaire Royal Roads. ■

(Robert Léger est agent des relations avec les gouvernements à l'ACPPU)

# UBC's Chair of Sikh Studies Stands Firm for Academic Freedom

CAUT, faculty association and university administration all support professor/author.

BY J. MARK LANGDON

UNIVERSITY OF BRITISH Columbia Professor Harjot Oberoi has withstood pressure from some members of the Sikh community to resign his position as chair of Punjabi Language, Literature and Sikh Studies in the department of Asian Studies. The demands came in the wake of Oberoi's recent book, entitled *The Construction of Religious Boundaries: Culture, Identity and Diversity in the Sikh Tradition*.

Oberoi's book, published by Oxford University Press, focuses on 19th century Sikhism and suggests that it is a blending of Hinduism and Islam. The book has been praised by professors of religious studies at secular universities in North America and India.

But according to a June 16 report in the *Vancouver Sun*, World Sikh Organization official Mohinder Singh Jawanda said UBC must deal with Oberoi because he is distorting the Sikh religion. Jawanda also said that while he believes in academic freedom Oberoi is ultimately answerable to the Akal Takht in Amritsar, a powerful group of Sikh leaders who are considered to be the final arbiters on Sikh doctrine and history.

Pressure by some Sikh groups against Oberoi began four years ago but increased markedly upon release of the book. Leading the charge against Oberoi has been Iqbal Sara, a lawyer hired by several Sikh groups. The Sikh community paid \$350,000 to endow the Sikh chair, which was matched by the then federal Ministry of Multiculturalism in 1987. The Sikh studies program is partially funded by interest from this \$700,000 endowment while the rest of the funding is provided by the university itself.

The focus of the dispute is not only on the contents of Oberoi's

book but is also on differing interpretations of the implications of the external funding of the Sikh chair. The administration at UBC established from the outset that the university would retain sole discretion over appointments to the position.

UBC Community Relations official Stephen Crombie stated that university's credibility is predicated on its autonomy which in turn involves the ability to question and to draw conclusions which may not always be popular. The university has also taken the position that it retains the right to determine, how, specifically, donations are to be used.

In the wake of the criticism and calls for his resignation, Oberoi has maintained his equanimity and his defence of academic freedom. He does not believe that most of BC's 150,000 Sikhs have difficulty with his scholarship nor does he feel that many of the approximately 80 students who sign up for his courses in Sikh history and the Punjabi language are discontent.

He speculated that more Sikhs might have spoken out in his favour if they were not afraid or intimidated. Oberoi, who has held the position as chair since 1987, was granted tenure last year.

In an interview with the *Bulletin*, Oberoi said he is pleased that the university has "been backing my position and standing firmly" and happy that "they haven't backed down or waffled." He added that "the implications are horrendous if an outside group could have someone fired." He regards the efforts by some Sikhs to force his removal as "an effort to silence and intimidate."

Oberoi notes that when the chair was established, a three-way agreement was drawn up among the university, the Sikh donors and the federal ministry. The agreement requires that the chair prepare a

report every four years on program and other related developments which were supported by the grant. A financial statement is also required each year.

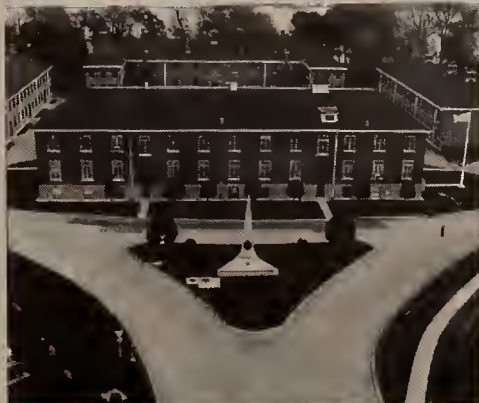
Tony Sheppard, president of the UBC Faculty Association, said he was pleased to see the university administration "considered (Oberoi's) work a legitimate exercise in academic freedom." He noted that outside criticism of academic work is "fair comment" and is to be expected. However, he is concerned that "their (the groups') basic idea was to get this guy fired for a sincere work of scholarship."

"I do think academic freedom is paramount. Gifts should not be accepted which impair academic freedom. That principle was upheld in this case, he said, adding that although Oberoi did not ask the faculty association to help him, "we were ready to come to his aid if it became necessary. We certainly would have gone all out for him."

There are approximately 25 special chairs, similar to Oberoi's, at universities throughout Canada, mostly representing different ethnic groups. A spokesperson for the federal Department of Canadian Heritage and Multiculturalism indicated there was a change in the late 1980's away from chairs based in particular ethnic communities to "thematic" chairs. The department is not currently entertaining proposals for any new chairs.

With respect to the situation at UBC, CAUT commends the university's administration for defending Oberoi and the issue is expected to be raised at the next meeting of CAUT's Academic Freedom and Tenure Committee. ■

(J. Mark Langdon is a Ph.D. student in Political Studies at Queen's University.)



Collège militaire royal de Saint-Jean



## Student Refugees Get Second Chance Through WUSC Program

BY TOM SINCLAIR-FAULKNER

**I**N 1993 CAUT COUNCIL unanimously adopted a resolution encouraging its member associations to support the Student Refugee Sponsorship Program-me of World University Service of Canada (WUSC). This column is the first of a series of regular reports for the CAUT Bulletin on WUSC and its work with student refugees.

Since 1978 WUSC campus committees have sponsored about 400 student refugees from Africa, Asia, Latin America and the Middle East.

In co-operation with Canadian immigration and United Nations — refugee authorities the Ottawa office of WUSC screens applications and interviews candidates in their country of asylum, then submits the applications to local WUSC groups who choose a student refugee for sponsorship.

The local WUSC committee helps the student refugee to find suitable accommodations, gain admission to academic programs, and get advice and support as needed. Under the best conditions this means the university administration, student union, faculty association and other campus groups agree to share the costs of fully supporting the refugee student for one year. After one year the student refugee is expected to be financially independent.

The program has been highly successful. Capable students who are bona fide refugees find themselves in good academic programs in Canada with adequate financial support and an active network of campus friends who can help them to adjust to Canadian life. One year is usually

enough for them to be able to proceed with their studies in Canada without further WUSC sponsorship. The local WUSC committee keeps a friendly eye on their progress but usually moves on to sponsor other new refugee students.

### WHY SUPPORT FROM CAUT?

Many university administrations and student unions make substantial financial contributions to the WUSC Student Refugee program on their campus. And many individual faculty members make personal donations. But comparatively few faculty associations have made contributions.

There is good reason for this. Faculty associations collect dues and mobilize volunteers in order to serve their members. They promote academic freedom and better working conditions for faculty and librarians. Despite numerous appeals from various charities for donations, most faculty associations channel their funds and energies into actions that benefit their own members directly. And members may have legitimate reservations about their association diverting resources into other activities, no matter how worthy a particular charity may be.

But participating faculty associations have found the WUSC Student Refugee Sponsorship Programme deserves their support. They know it is a well-run project that serves scholars in the Third World who urgently require assistance. It benefits the host campus by bringing interesting and capable students to it, and it makes good use of local resources by involving individual members of the WUSC local committee.

The faculty associations at Dalhousie, UBC and the universities of Manitoba and Winnipeg have supported the WUSC Student Refugee Sponsorship Programme. Their members applaud the action because they know they can trust the program to select student refugees with a real need, and to support those student refugees on their own campus long enough to launch them on a successful course of study in Canada.

This isn't just another appeal for a donation to mitigate a disaster somewhere else. Faculty associations receive such appeals all the time. Instead the WUSC Student Refugee Sponsorship Programme is tailor-made for faculty associations to put part of their resources behind an experienced effort to aid university people overseas in ways that only universities can.

WUSC has local committees on 71 Canadian campuses and is probably best known for its summer seminars. The first took students and professors to Germany in 1948. In 1957 Ghana was the site of the first WUSC seminar in a developing country. The 1994 seminar was held in Bénin, and in 1995 WUSC will be travelling to Vietnam.



**WUSC**  
World University  
Service of Canada

## Controversy Over World Bank's Report on Higher Education

**T**HIS SUMMER THE World Bank issued a highly controversial report on higher education entitled, *Higher Education: The Lessons of Experience*. It focused on the Third World but still had a good deal to say about the industrialized world as well.

The report recognizes the crisis in higher education particularly in Africa where most universities in tropical Africa have been in serious decline during the past decade. The report recommends an American model — greater private financing, the creation of private universities, higher tuition fees, loans for students, and the abolition of subsidies for housing and meals.

It attacks the western European model as inefficient and expensive. It suggests that in general "the children of the well-off are

heavily subsidized by the rest of society to attend public universities, reinforcing their economic and social advantage."

The bank also calls for much more autonomy for institutions and for accrediting arrangements to guarantee quality. Enrollments and curricula should reflect the labour market. Quotas may be necessary to improve access for women and the poor.

Writing in the *Times Higher Education Supplement*, Alison Girdwood, president of World University Service, noted the collapse of general administrative structures in sub-Saharan Africa and in certain parts of the Middle East and South Asia. He doubted that states in these areas would have the administrative capacity to manage the model of the regulatory state advocated by the bank. ■

CAUT is sending detailed information about the student refugee program to the offices of each member association. If you are interested in encouraging your faculty association to support a WUSC student refugee, contact your associ-

ation officers, or write to: Tom Sinclair-Faulkner, CAUT/WUSC Liaison Officer, c/o Department of Comparative Religion, Dalhousie University, Halifax, Nova Scotia B3H 3J5. E-mail: tom@acd.dal.ca ■

## RWANDA

### COMMENT VENIR EN AIDE AUX RÉFUGIÉS

Plusieurs groupes d'entraide recueillent des dons à l'intention des réfugiés Rwandais. Il importe de bien indiquer que vos dons visent à secourir les Rwandais.

**Doctors Without Borders/Médecins sans frontières:** 51 Front St. E., Toronto, Ont. M5E 1B3; (416) 366-6702.

**UNICEF Canada:** Call (613) 233-8842 or send a cheque marked for the appeal to UNICEF Ottawa, 379 Bank St., Ottawa, Ont. K2P 1Y3.

**OXFAM:** Donations to the OXFAM Rwanda Emergency Appeal, OXFAM Canada, 251 Laurier Avenue West, Suite 301, Ottawa, Ont. K1P 5J6; 1-800-466-9326.

**Canadian Red Cross:** The Canadian Red Cross Society, c/o Rwandan Relief, Ottawa-Carleton Branch, 85 Plymouth St., Ottawa, Ont. K1S 3E2; (613) 560-7440.

**CARE Canada:** Has sent relief workers and supplies. Box 9000, Ottawa, Ont. K1G 4X6; 1-800-267-5232.

### HOW YOU CAN HELP

Several aid groups are collecting donations to help Rwandan refugees. Ensure donation is labelled for Rwandan relief.

**March International:** Hopes to supply kerosene stoves to stop destruction of forests by refugees seeking fuel. 1102-200 Elgin Street, Ottawa, Ont. K2P 1L5; (613) 238-1312.

**World Vision Canada:** Working on cholera prevention program. Donors should call: 1-800-268-1650 or 1-

800-268-3950; Volunteers: (514) 694-4221 or 1-800-363-5021.

**YMCA Canada:** Raising funds for YMCAs in Tanzania, Burundi and Uganda which are helping to house, feed and equip refugees. YMCA Canada, 180 Argyle Avenue, Suite 309, Ottawa, Ont., K2P 1B7.

(LIST SUPPLIED BY CIDA)

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## La loi sur l'emploi de la langue française censurée

LE CONSEIL CONSTITUTIONNEL de France a tranché deux causes soumises à son attention au sujet de la nouvelle loi régissant le bon usage du français et interdisant les anglicismes. La loi prévoit des amendes pour les contrevenants.

Pour la première affaire, menée par un membre du Parti socialiste, le Conseil a statué que le libellé de la loi était trop large en ce sens qu'il pouvait être interprété comme s'appliquant au langage des personnes privées. La cour a enjoint les dispositions de la loi s'appliquant aux déclarations officielles de l'État, à la publicité et aux contrats de travail.

Pour la deuxième affaire, qui avait l'appui de nombreux chercheurs, le Conseil a invalidé une disposition exigeant la publication des résultats en français de tous les travaux de recherche subventionnés.

Le Conseil a vu dans cette exigence une atteinte à l'indépendance des chercheurs et une incitation à s'écarter du seul critère de qualité dans la sélection des travaux.

Le Conseil a toutefois approuvé la disposition obligeant les organisateurs de congrès internationaux tenus en France à assurer la traduction française des interventions.

Plus tôt au cours de l'année, le SNESup, syndicat français, a déclaré au directeur général de l'ACPPU que le rôle du français dans le discours scientifique international demeurait un grave problème peu importe ce que l'on pense de la loi. Il a ajouté que les chercheurs français désireux de publier en français leurs travaux se trouvaient sérieusement handicapés et qu'ils ne pouvaient diffuser les résultats de leurs recherches qu'à une petite échelle, là où c'était possible. ■

## Constitutional Snags for France's Language Law

THE CONSTITUTIONAL Court in France recently decided two cases concerning the new French law mandating the use of French words and terms rather than anglicisms and giving force to this by a series of fines.

In the first case, launched by a member of the Socialist Party, the court decided the law was too broad insofar as it could be interpreted to apply to private discourse. The court upheld the law insofar as it applied to official statements of the state, advertising, and labour contracts.

In the second case, supported by many researchers, the court struck down a provision that required that any research supported by grants be published in French. The court said that this undermined the indepen-

dence of researchers and would cause decisions to be made on other criteria than pure merit.

The court left standing the requirement that the organizers of all international conferences held in France must ensure translation of the proceedings.

The French union SNESup indicated earlier this year in a discussion with the executive director of CAUT that, whatever one thought of the law, there remained a serious problem concerning the role of French in international scientific discourse and real disability for those French academics who wanted to write in French and could only find limited outlets where this was possible. ■

### Poll Shows

## New Zealanders Reject Neoconservative Policies

DESPITE INTERNATIONAL al propaganda to the contrary, New Zealanders are prepared to spend more money on education, health and the environment even if the result is higher taxes. Two professors from Massey University, Paul Perry and Alan Webster, conducted a major political poll this year and compared it with the results of the same poll done in 1989.

The results show that there is little support for the neoconservative policies of both the Labour and National Parties, particularly in relation to cuts in education.

Respondents were asked to choose between higher taxes and cuts in nine areas of the government's budget. Eighty-nine per cent chose higher taxes rather than cuts in education. Respondents also favoured higher taxes over cuts in health, training, assistance to the unemployed, pensions and the environment.

Losers were the military, sports, support for single mothers and for Maoris and Pacific Islanders although the hostility to payments to single mothers had considerably lessened since 1989. ■

## Islamic Fundamentalists Target Algeria's Intellectuals

THE CIVIL WAR IN Algeria has claimed the lives of more and more university leaders, reporters and women. The Western press has focused more or less exclusively on the attack on foreigners by the Islamic Salvation Front. But far more devastating has been the attack by the Front on those Algerians they regard as the forces of modernity and thus the enemies of Islam.

This summer the rector of the Université scientifique et technique, Salah Djebaili, was assassinated. This brings to at least three the number of university heads killed by the Front. The director of the Algiers School of Fine Art, Ahmed Asselah, was killed in March along with his young son. Another victim was the head of the national veterinary school, Bekouche Mohammed. Several professors have also been killed.

At the end of July, Mohamed Lamine Legoui, a journalist, was murdered in front of his home at Bou-Saada, bringing to at least 15

the number of Algerian journalists murdered by the Front.

Another Algerian journalist, who survived an assassination attempt, Mourada Zabouri, is now a refugee in Canada. He is quoted in *Le Devoir* as saying: "C'est une guerre contre la liberté d'expression, la liberté de pensée, la liberté tout court. Les terroristes s'attaquent à tout ce qui représente de près ou de loin l'idée de modernité."

Women and teenage girls in Algiers who have refused the chador have been murdered by the Front.

The civil war began in January 1992 when the military regime in Algiers annulled the election which was clearly going to be won by the Front. The military has been effectively in power since the defeat of the Front in the bloody war of independence between 1953 and 1962. The press estimates that, since January 1992, between 4,000 and 5,000 have been killed by both sides with deaths currently running at 200

a week. No one knows the exact figures.

The most extreme of the guerilla factions, the Armed Islamic Group (GIA) ordered the closure of all secondary schools and universities and threatened to bomb those that did not obey. The GIA stated that such institutions shored up the government, distracted youth from the jihad and were disrespectful to the martyrs of God.

The consequence has been an exodus of many of the Algerian intelligentsia. However, the conservative government in France was elected in part on a promise to keep out foreigners and has been hostile or indifferent to the plight of those Algerians who do not subscribe to the particular Islamic doctrines of the Front.

French professors, headed by Jacques Derrida and Pierre Bourdieu, have created an international network to assist which operates in seven countries including Canada. ■

### Sondage en Nouvelle-Zélande

## Non aux politiques néo-conservatrices

MALGRÉ QUE L'ON veuille faire croire le contraire à l'échelle internationale, les Néo-zélandais sont prêts à dépenser plus d'argent pour l'éducation, la santé et l'environnement même s'ils doivent payer plus d'impôt en bout de ligne. Ce sont là les conclusions d'un important sondage politique mené par deux professeurs de l'Université Massey cette année. Paul Perry et Alan Webster ont comparé les résultats à ceux du même sondage administré en 1989.

Les résultats révèlent que les politiques néo-conservatrices du Labour Party et du National Party, en particulier les réductions imposées à l'éducation, reçoivent peu d'appui.

Les répondants devaient choisir entre des impôts plus élevés et des compressions dans neuf postes budgétaires du gouvernement. La majorité, soit 89 p. 100, a penché en faveur d'une hausse des impôts au lieu de compressions dans le secteur de l'éducation. Les répondants ont aussi préféré cette solution aux compressions dans les secteurs de la santé, de la formation, de l'aide aux chômeurs, des pensions et de l'environnement.

L'armée, les sports, le soutien des mères célibataires, des Maoris et des habitants des Îles du Pacifique sont laissés pour compte. Toutefois, l'aide monétaire accordée aux mères célibataires suscite de moins en moins d'hostilité depuis 1989. ■

## Les fondamentalistes islamiques visent les intellectuels algériens

LA GUERRE CIVILE EN Algérie fauche de plus en plus de vies parmi les dirigeants universitaires, les journalistes et les femmes. La presse occidentale s'est plus ou moins concentrée exclusivement sur les attentats commis contre des étrangers par le Front islamique du salut (FIS). Il est toutefois beaucoup plus accablant de constater que le FIS s'attaque aux Algériens qu'il considère comme les forces de la modernité, donc les ennemis de l'Islam.

Salah Djebaili, recteur de l'Université scientifique et technique, a été assassiné cet été, le troisième dirigeant universitaire au moins à tomber sous les balles du FIS. En mars, Ahmed Asselah, directeur de l'école des beaux-arts d'Alger, a été abattu ainsi que son jeune fils. Le directeur de l'école nationale des vétérinaires, Bekouche Mohammed, a également été tué. Plusieurs professeurs ont connu le même sort.

À la fin de juillet, le journaliste Mohamed Lamine Legoui a été assassiné devant son domicile à Bou-Saada. Son assassinat s'ajoute aux quinze autres au moins commis par le FIS contre des journalistes algériens.

Mourada Zabouri, un autre journaliste algérien, a survécu à une tentative d'assassinat et s'est réfugié au Canada. Il a déclaré au *Devoir*: "C'est une guerre contre la liberté d'expression, la liberté de pensée, la liberté tout court. Les terroristes s'attaquent à tout ce qui représente de près ou de loin l'idée de modernité."

Le FIS tue les femmes et les adolescentes d'Alger qui refusent de

porter le tchador.

La guerre civile a débuté en janvier 1992 lorsque le régime militaire en place à Alger a annulé les élections que le FIS était manifestement en voie de remporter. Les militaires sont au pouvoir depuis la défaite de la France lors de la guerre sanglante de l'indépendance qui a duré de 1953 à 1962. Selon la presse, les deux camps ont tué de 4 000 à 5 000 personnes depuis janvier 1992, une moyenne de 200 par semaine actuellement. Nul ne sait le nombre exact cependant.

Par ailleurs, le Groupe islamique armé (GIA), le plus radical des groupes armés islamiques, a ordonné la fermeture de toutes les écoles secondaires et les universités et a menacé de détruire par des explosions les établissements qui rouvraient leurs portes. Le GIA a déclaré que ces établissements soutenaient le gouvernement, qu'ils détournaient les jeunes du jihad et qu'ils manquaient de respect envers les martyrs de Dieu.

La situation a poussé de nombreux intellectuels algériens à s'exiler. En France toutefois, le gouvernement conservateur a été élu en partie parce qu'il a promis de fermer les frontières aux immigrants et parce qu'il s'est montré hostile voire indifférent au sort désespéré des Algériens qui n'adhèrent pas à la doctrine particuliste du FIS.

Un groupe de professeurs français, mené par Jacques Derrida et Pierre Bourdieu, a créé un réseau international pour venir en aide à ces Algériens. Le réseau est actif dans sept pays dont le Canada. ■

# New Role for the Council of Ministers of Education

**D**URING THIS LAST YEAR the CMEC has begun the process of carving out a new and more proactive role for itself in educational policy including higher education. Prior to this new activity, the CMEC played a distinctly minor role in the development of higher education in Canada.

The new process began a year ago when the ministers gathered for a meeting in Victoria. They had been directed by the provincial premiers to take a more upfront role in developing policy. The premiers were concerned about the Conservative government's *Prosperity Initiative* which suggested that the Tones might want to reinvigorate the federal role in education, particularly in response to the business community's outcry about low standards. They wanted to take the initiative away from Ottawa and keep it with the provinces. This, however, would only be credible if the provinces could agree on pan-Canadian strategies of their own.

At Victoria the ministers focussed on four themes — quality of education, accountability, accessibility and mobility. They stated that they wanted "...all citizens to have the highest quality education based on shared and relevant goals" and that they should "...have a fair and equitable opportunity in whatever educational and training endeavours they may pursue." They decided that they would start the process with a pan-Canadian conference on educational priorities.

There was a hue and cry at the outset when the ministers announced the formation of their planning committee which failed to include representatives of either teachers or professors. The committee was restructured, and CAUT became a member. The planning committee recommended that the original four points raised by the ministers at the Victoria meeting become the basis for an educational forum which took place ear-

## PRÉCIS

Les premiers ministres provinciaux ont demandé l'année dernière au Conseil des ministres de l'Éducation d'adopter une position plus énergique et prévisionnelle afin de soustraire au gouvernement fédéral des initiatives possibles en matière d'éducation. L'article porte sur la méthode employée et sur les conséquences possibles pour les universités. L'auteur s'attarde au colloque sur l'éducation tenu récemment à Montréal ainsi que sur les événements subséquents.

lier this year in Montreal.

The forum was a large gathering which addressed the issues relevant to all levels of education. At the suggestion of CAUT separate sections were reserved to discuss the themes in relation to post-secondary education: From Goals to Outcomes; User-Friendly Education: Removing Barriers to Accessibility, Equity and Mobility; Links between education and the world of work; and Accountability.

CAUT and the provincial federations between them had 13 delegates to the conference. A number of other CAUT members came as members of provincial government delegations. CAUT produced a series of suggestions and briefings under the various headings and set up an office in one of the delegates' rooms. The faculty association delegates met regularly to compare notes and plan strategy. They also met at the end of the conference to consider the future of this process. The conference was not a resolution-passing gathering but reports of the various working groups indicated the spread of views on these subjects. The discussion in the higher education groups was serious and realistic. Most of those present clearly wanted a better and more accessible post-secondary education system. One of the more striking interventions in the plenary session was that of Art Charbonneau the

minister from British Columbia, who, unlike most of his colleagues, gave a strong defence of public education. The contrast with the minister from Ontario, Dave Cooke, was remarkable, given that they were both ostensibly from the same political party.

The CMEC is developing an agenda out of this process. The ministers are considering the possibility of a forum every two years with an advisory committee to assist them between meetings. As the council is anxious to avoid bureaucracy and needless cost, CAUT suggested that the advisory committee and the members of the CMEC secretariat form an internet group so that discussion can go on quickly and cheaply.

Jacques Chagnon who is the chair of the CMEC and the minister of education from Quebec wrote to the participants in July indicating areas where the CMEC hopes to see action in the near future:

**Accountability** — The ministers are planning a national report card on education. This will appear in 1995 and be based on existing statistics.

**Educational research** — A report has been commissioned on current educational research being undertaken by the provincial ministries. The CMEC is meeting with the deans of education in the near future. CAUT suggested that it was important that the

findings of independent researchers become part of the process and recommended that the CMEC also contact the Society for the Study of Higher Education.

**Information-sharing** — The CMEC is exploring with Industry Canada the creation of an electronic bulletin board and data base. Various publications are planned.

**Removal of barriers to post-secondary education** — The CMEC convened a small working session of CAUT, AUCC, ACCC, and CFS to discuss the issue of transferability of credits.

Everyone sympathized with those university students who were admitted to a university and then found, because of bureaucratic inflexibility, that they had to repeat courses already taken at another university. It was also agreed that transferability between community colleges and universities should be addressed. The group suggested that CMEC should commission a paper on the dimensions of the problem, the nature of existing experience in Canada and the pros and cons of various solutions.

They also suggested that the background paper situate the credentials problem among the range of barriers to access. CAUT proposed that the CMEC should set up and pay for a small working party with a majority from the AUCC, minority interests from CMEC, CAUT, CFS and ACCC, and a strong representation of registrars. All those

present stressed that this factor was only one of a number of barriers to higher education and that the CMEC had to show that it was seriously concerned with economic and social barriers as well as the issue of credits. CAUT indicated that in this area the CMEC should also consider the problems of disabled and First Nation students.

The CMEC also convened a meeting between the major partners in the Montreal forum and the Canadian Education Statistics

Council to discuss the question of pan-Canadian education indicators. The inset lists the seven areas where the ministers want to develop indicators and the names of the provincial civil servants responsible for the areas. Two areas in particular will provoke much discussion in post-secondary education. Under "achievement" the ministers want to develop ways of measuring educational quality in post-secondary education. Under "satisfaction", they propose to identify public expectations and priorities and review the available instruments for their suitability as measures of satisfaction. The CAUT Executive has set up a committee under the

## WISH LIST

### PAN-CANADIAN EDUCATION INDICATORS

**1 ACHIEVEMENT**  
Dr. Nelly McEwan  
Alberta

**2 STUDENT FLOWS**  
Dr. Nick Rubidge  
British Columbia

**3 ACCESSIBILITY**  
Mr. Luc Beauchêne  
Quebec

**4 SCHOOL/WORK TRANSITION**  
Mr. Ken Bennett  
Statistics Canada

**5 CITIZENSHIP**  
Ms. Marjorie Mercer  
Ontario

**6 SATISFACTION**  
Dr. Leonora Perry-Fagan  
Newfoundland

direction of its Vice-President, Bill Bruneau of the University of British Columbia, to plan the CAUT response. ■

## Bulletin Now Published In-House

**B**EGINNING WITH THIS issue, the *Bulletin* is being published in-house by CAUT staff. Printing of the paper will continue with an outside company.

Following a staff recommendation, the CAUT Executive Committee gave approval in June to acquire the necessary equipment to perform in-house layout. The Executive also approved a mock-up of the new look *Bulletin*, prepared by CAUT staffer Kevin Albert. Kevin will assume the design responsibilities under the direction of CAUT Publications' Officer Liza Duhaime.

One of the major advantages to in-house publication is financial. CAUT expended \$30,000 during 1993-94 on outside services for layout and design of the *Bulletin*. Including the cost of the equipment it is expected that this expense will be cut in half.

The new system also affords

greater control over the layout and design of the paper. Additionally, it can be used effectively to

improve the quality of other publications such as conference agendas and brochures. ■

## Édition maison du Bulletin

**L**E PRESENT NUMERO DU *Bulletin* est le premier conçu et produit par le personnel de l'ACPPU. L'impression du journal continuera de se faire à l'extérieur.

À la suite d'une proposition du personnel, le Comité de direction de l'ACPPU a approuvé en juin l'achat de l'équipement nécessaire pour l'édition électronique du *Bulletin*. Le Comité a en outre approuvé un prototype du nouveau style du

*Bulletin* préparé par Kevin Albert, un employé de l'ACPPU. Kevin sera responsable de la conception sous la direction de Liza Duhaime, agente des publications de l'ACPPU. L'un des principaux avantages



Kevin Albert, CAUT graphic designer, with new pre-press system  
Kevin Albert, graphiste de l'ACPPU, devant le nouveau système de mise en page

de l'édition maison est d'ordre financier. En 1993-1994, l'ACPPU a dépensé 30 000 \$ pour faire faire à l'extérieur la mise en page et la conception du *Bulletin*. On s'attend à réduire ce montant de moitié même en comptant le coût de l'équipement.

L'édition permet également de contrôler davantage la mise en page et la conception du journal. De plus, on peut s'en servir efficacement pour améliorer la qualité d'autres publications, entre autres l'ordre du jour des conférences et les dépliants. ■



International Year of the Family  
Année internationale de la famille

1994



# Consumers Call the Shots on Health Care Delivery

*Educators must prepare students for new ways to deliver health care services.*

BY HARALD URSTAD

**I**N OUR EFFORTS TO provide relevant information to our students, we need to examine our goals and objectives as they relate to changes in our society and the changes that are taking place across cultures. As we approach another century it seems quite appropriate to ask whether we are spearheading change or simply reacting to the daily demands on our services.

We all know that universities and colleges are, by tradition, conservative with respect to teaching while promoting new knowledge in research. This often results in a dichotomy of practice versus knowledge that is difficult for those who teach and very confusing for those who seek an education.

For those of us who work in the academic world as in the marketplace, the contradictions become even more apparent as industries are going through major restructuring and the educational institutions remain the same.

The health care industry, for example, is undergoing major upheavals across Europe and North America. After years of steadily increasing growth, the service delivery system is being transformed into a more consumer-friendly, cost effective and accountable operation. During times of change in the past, the major initiatives have been introduced and driven by politicians and experts, while this time around, the transformation is guided by consumer and community requests for change in the services.

In British Columbia, the "door-to-door," "one-stop shopping" concepts are being encouraged via efforts to give more autonomy to local and regional health councils or boards. Hospitals are being asked to take a serious look at their operations and transfer as many of their traditional services as they can to the community. All health care agencies are encouraged to work more closely together and integrate as many operations as possible.

## PRÉCIS

Le marché influence l'industrie des soins de santé et provoque des changements. Nous délaissions les systèmes traditionnels pour faire participer la clientèle à la planification, à l'élaboration et à la supervision de services. On laisse supposer que nos établissements d'enseignement ne préparent pas les étudiants au marché. Ce manque de prévision peut avoir comme conséquence de rendre notre système d'éducation hors de propos en formant des étudiants déphasés par rapport au monde réel. Il est donc essentiel que nous commençons à adapter les services aux besoins des consommateurs et que nous axions davantage les indicateurs de réussite sur les résultats des traitements et la satisfaction des patients.

The whole industry will be expected to include consumers in the planning, development and monitoring of the services. It is assumed that through the efforts of integration, the gaps and overlaps in the service delivery system will be identified and corrected as consumers and providers get a better handle on what is truly happening in their communities.

At the Chilliwack General Hospital we have already experienced major changes at all levels of operation as well as a paradigm shift in the expectations of what we should or should not be doing. The main operational change has been to move away from the traditional organizational charts to program management. This in turn has made it possible to adopt the patient-focused care concept in our organization.

Program management simply means that instead of the old departmental structure, we now have defined, aggregated patient care areas as programs. In these programs, all disciplines report to the director of that operation instead of to various department heads throughout the organization.

The patient-focused care concept, which is impossible without program management, will ensure that our system is driven by consumer needs rather than the needs of professions or departments. The objective of this change is to align strategy, people, and systems in the

organization based on patient needs and consumer satisfaction.

In our psychiatric department the consequences of this change have resulted in consumer participation on committees that in the past was the exclusive property of the "experts."

Apart from the operational changes, this paradigm shift will in turn facilitate a shift in our mind-set from intervention to wellness, from episodic to continuum of care and eventually from an institutional to a community focus. We believe this shift will also facilitate a continuous quality improvement "loop" contingent upon direct customer feedback rather than an expert and systems-driven operation.

Redefining the system in the context of patient need and satisfaction will have a major impact on the workplace, creating less rigid, flattened organizational structures and ideally providing opportunities for leadership rather than managerial support in our services. Within this system of care, the ultimate measure of success is determined by treatment outcome and patient satisfaction instead of departmental policies, procedures and accreditation concerns.

We believe the future system of health care will put greater emphasis on choice and personal ownership and consequently on a comprehensive, holistic and well-integrated sys-

tem of preventive care. The medical model that has governed our health care system for the past century will become less dominant as true interdisciplinary teamwork and health rather than pathology will guide our resource allocations.

The role of future health care clinicians will be to assist people in achieving personal goals and provide consumers and society with information and expertise regarding health issues.

As a prerequisite for this transformation, however, a major effort has to be made with respect to how we inform, train, educate or reeducate the present and future health professionals and our consumers. Our society has been conditioned over several generations to be passive recipients of services rather than active participants and full fledged members of the decision making process.

Our educational system is in the business of preparing people for the marketplace and our changing society. If our students, whether they become nurses, teachers, lawyers or researchers, do not receive practical as well as theoretical exposure to the changes that are taking place, their education becomes irrelevant and they become unhappy, nonproductive, obstacles to change in our present and future society.

At our hospital, the health care workers come from a number of different disciplines with different educational backgrounds and professional standards. Most of them come from either the social or behavioral sciences and have never shared buildings, classrooms or curriculum, although a significant number of the courses are essentially the same. Accordingly, the move towards cross training and interdisciplinary teamwork in health care is not supported by our educational system which favours the "uniqueness" of each discipline rather than the common denominators required for the delivery of our changing services.

The conflicts and difficulties we have experienced with our staff

regarding changes in our setting must be understood in view of the fact that they have been trained in different departments and buildings and often require the same to retain their identity at work. The public has adopted the same views that have been supported by our society and find it equally difficult to adjust to the change.

Our challenge will be to promote changes in our educational system that match the needs of our changing world. Although the number of students in interdisciplinary studies has increased over the last couple of decades the professional schools are far behind with respect to similar undertakings. It will be our mandate to integrate and develop a core curriculum for those with matching needs while at the same time retaining the development of highly skilled people with unique expertise.

In the final analysis the suggested changes to our educational system will require the same kind of breakdown of barriers that the marketplace is now experiencing. It will require letting go of traditions, habitual thinking and kingdoms, while placing greater emphasis on flexibility, integration, communication and creativity.

It is up to the academic institutions to facilitate proactive change, otherwise they will become irrelevant and change will be forced upon us by systems outside our control. Our challenge will be to participate in the creation of the future, not waiting for a return of a past that is, and will remain, history. ■

(Harald Urstad is the Director of Psychiatric Services at the Chilliwack General Hospital in British Columbia. He is also an instructor in the Substance Abuse Program at the University College of the Fraser Valley. He has previous experience in clinical work, research and teaching in both British Columbia and Norway.)

Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU. Les views exprimées sont celles de l'auteur et non nécessairement celles de CAUT.

## TRIBUNE LIBRE ■ COMMENTARY

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary for the purposes of translation into the other official language. No pen names. CAUT

hopes to publish one such article per issue. Please submit by E-mail (caut@carleton.ca) or by diskette (Word Perfect 5.1).

L'ACPPU accepte les articles de 1 500 mots au plus portant sur des questions contemporaines directement reliées à l'enseignement postsecondaire. Les articles sont publiés à la seule discrétion de l'ACPPU. Les articles ne devront pas traiter de griefs personnels ni de questions purement locales. Ils ne devront pas être diffamatoires, ne devront pas injurier des

personnes ou des groupes et ne devront pas porter d'accusations non prouvées. Les articles peuvent être rédigés en français ou en anglais mais ne seront pas traduits. Les auteurs devront soumettre avec leur texte un résumé de 150 mots en vue de le faire traduire dans l'autre langue officielle. Les articles signés d'un pseudonyme seront rejetés. L'ACPPU espère publier un article par numéro. Veuillez transmettre les articles par courrier électronique (caut@carleton.ca) ou sur disquette (Word Perfect 5.1).

## MENTAL ILLNESS AWARENESS

WEEK  
October 2-8, 1994

Any persons or organizations wishing to become involved in Mental Illness Awareness Week (MIWW) in 1994, and in your own way contributing to helping unmask mental illnesses, are encouraged to leave their name, address and phone number at the Canadian Psychiatric Association (CPA) office at 1-800-267-1555, ext. #4. A MIWW '94 Guidebook will be sent to you.



# Gender and Higher Education in the Progressive Era

BY LYNN D. GORDON  
Yale University Press

THE PROGRESSIVE ERA between 1890 and 1920 was a moment of transition for women and for universities. Victorian beliefs, including the belief that women should be confined to the domestic sphere, were under attack in the name of modernity and science. Reform minded activists including many women like Jane Addams, struggled for social justice. Universities expanded, coeducation increased, curricula changed to reflect the new intellectual currents and a broad range of elective courses were introduced. By 1920, 47 per cent of U.S. undergraduate students were women. Equality of the sexes seemed well on its way. The Progressive Era was a moment of optimism, but it was followed by the Depression, the Second World War, and a return of women in the 1950's to the home. In 1950, only 30 per cent of undergraduates were women.

Some historians have argued that women in the Progressive Era

sold out, giving up on the communitarian and egalitarian ideals of the pioneering women who came before them, paving the way for the retreat that came later. In *Gender and Higher Education in the Progressive Era*, Lynn Gordon paints a more complex picture of what happened at four university campuses in different parts of the U.S.: Berkeley, the University of Chicago, Vassar and two southern colleges. Sophie Newcomb and Agnes Scott. The case studies are focused on student life, but tell us a lot about the changing ideas and gender composition of administration and faculty, perhaps because university records are so much better on faculty and administration, perhaps because they have such a marked effect on student life.

Many of the issues Gordon discusses are recognizable on campus today. The debate about separate spheres versus integration is a central theme. Gordon argues that Vassar's all female environment "unquestionably provided a superior social and educational atmosphere." On coeducational campuses, the development

of institutional spaces for women in both extra-curricular and curricular activities was critical for articulating and pressing women's demands. Gordon argues that the sanitary sciences (sometimes called home economics) played the same role as women's studies do today, providing a place in the curriculum where women could discuss their separate concerns. At Berkeley, Gordon points to the importance of Phoebe Hearst's role as benefactor and Lucy Sprague's role as dean of women in promoting women's sports teams and women's clubs, codes of conduct that respected women's special needs, and a campus where women were finally noticed.

The backlash is another theme we recognize today. President Harper at the University of Chicago feared the "effeminization" of the university, as women had made so much progress towards equality. In 1902, women made up 56 per cent of the Phi Beta Kappa membership and outnumbered men in the Junior College at the University of Chicago.

That year the senate voted,

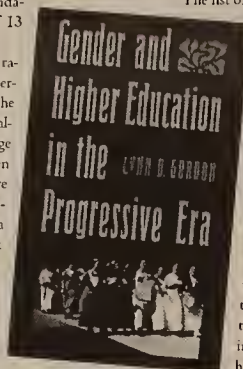
over the objections of women faculty and students, 19 to 12, to recommend separate instruction of men and women, and the board approved the recommendation by a vote of 13 to 3.

Class and racial prejudice persisted under the banner of equality. Most college students, men and women, were white and middle class. Ida Jackson, a black woman who studied at Berkeley spoke of the pain of sitting in classes with students "who acted as if my seat were unoccupied, showing no sign of recognition, never giving a smile or a nod." Her thesis, which argued that sociological and environmental conditions rather than inherited intelligence accounted for the poorer performance of black

children in school, was rejected by two of the faculty on her committee, and only passed after an appeal to graduate council.

The list of issues that continue to confront us today is long—developing careers for women, hiring more women as faculty and administrators, the tension women feel between paid work and family ties. It is both entertaining and illuminating to read of the struggles waged before our time in other institutions. It puts our own in perspective and helps to provide the balance necessary in order to keep working for equity in the long run. ■

(Review by Jane Gaskell, Faculty of Education, The University of British Columbia.)



## Parliamentary Opinions II

BY VIRGINIA SCHLOTZHAUER, MARGARET A. BANKS, FLOYD M. RIDDICK & JOHN R. STIPP  
Kendall/Hunt Publishing Company

PRESIDING OFFICERS OF societies, senates, faculty councils, etc., frequently take a crash course on rules of order just before their election and then fervently hope that nothing untoward will arise when they are called upon to chair a meeting. The rules of order are then only referred to again if, and when, the chair requires clarification of some specific procedure.

Every so often, however, a situation not anticipated by the adopted rules will arise during the course of a meeting. Further, when successive editions of the rules differ in some detail of procedure, there may be uncertainty as to which form of a particular rule applies at a given meeting. Argument and division can result when a ruling of the chair is challenged in this context, because of the lack of a clear authority.

Recognizing the frequency and

importance of such situations, the American Institute of Parliamentarians established an Opinions Committee, composed of accredited professional parliamentarians, which produces a regular opinions column in the *Parliamentary Journal*, published by the Institute. A compilation of these opinions was published as a book in 1982, under the title *Parliamentary Opinions*.

The present volume is an extension of this work to include more recent opinions published in the journal and is gratifying to note that Dr. Margaret Banks of the Law Library of the University of Western Ontario has now been included in the list of authors. The problems considered include those associated with the parliamentary authority, notice for meetings, conduct of business, use and form of motions, the quorum, voting, nominations and elections, reports and minutes, boards and committees, interpretations and amendments to bylaws and procedures at conventions.

Since the book deals with specific situations that fall between the cracks of Robert's Rules of Order and the constitution of a society, it is

also applicable to meetings conducted under other rules of order, such as those based on the Canadian House of Commons. In fact, the authors refer to such sources when rendering their opinions on matters not anticipated by Robert, or by the successive editors of his works. When no relevant precedent can be found, the authors formulate an opinion based on general parliamentary principles and, if this opinion is not unanimous, a minority dissenting opinion is also expressed.

Although this book has no authority *per se*, it is a most valuable guide to the chair who is called upon to make a snap ruling which could have the potential to freeze the proceedings of a meeting, or cause division among the members. Further, since it deals with real life situations in a most constructive and informal style, where a problem is posed and analyzed, before proposing a solution with its associated rationale, it makes much more interesting reading than the rules of order it is intended to augment. ■

(Review by Hubert W. King, Professor of Materials Engineering, The University of Western Ontario.)

## NEW RELEASES

### The Essentials of Canadian History Preconfederation to 1867 The Beginning of a Nation

Terry Crowley  
Research and Education Association  
61 Ethel Rd. W.  
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# CLASSIFIEDS

## CAUT ACPPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington DC 20005; tel: 202-737-6900.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignements qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi leur donne le droit de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service aux membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors (AAUP) enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005; tél: (202) 737-6900.

### ACCOUNT RESEARCH & EDUCATION

**UNIVERSITY OF MANITOBA** - Applications are invited for the position of Director of the Centre for Accounting Research and Education. The Centre was established recently to provide support for basic and applied research in accounting and for the development of accounting education programs. The Director will be a recognized scholar with a PhD who brings a proven track record in teaching and research and who is capable of providing leadership in the area of accounting. The Director will be appointed in a tenure-track position at the rank of Associate Professor/Professor in the Department of Accounting and Finance. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Preferred appointment date is July 1, 1995. Applications must include a full curriculum vitae. Direct all applications to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Deadline for receipt of applications is December 1, 1994.

### ACCOUNTING

**UNIVERSITY OF NEW BRUNSWICK** - The Faculty of Business invites applications for two tenure track positions in Financial Accounting. One of those positions requires competency in accounting information systems. Rank & Salary will be commensurate with qualifications and experience. Qualifications required include the PhD or equivalent. Candidates with lesser qualifications will be considered for term appointment. Applications will be accepted until the positions are filled. Please send C.V. and the names and addresses of three referees to: Dr. John Chalky, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, P.O. Box 5500, Saint John, NB A2L 2L5. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

**UNIVERSITY OF WESTERN ONTARIO** - Western Business School is Canada's premier business school, recognized worldwide for the quality of its management education. The school's major activities include: a highly regarded full-time MBA program of 400 students, a newly established executive MBA program, a small selective honors undergraduate program of 300 students, and an established doctoral program, and an

expanded portfolio of executive education programs for functional managers, as well as industry specific, and company based programs. The school is the editorial base for the Journal of International Business Studies. The School seeks candidates for a full time tenure track position in the area of Management Accounting and Control. The position is suitable for recent doctoral graduates, but experienced candidates are encouraged to apply in confidence. The position requires that the candidate have a PhD or DBA with an accounting emphasis, completed or near completion, and a primary focus on Management Accounting. The principal task of the Managerial Accounting and Control group is to educate managers to become knowledgeable users of accounting information. Members of the faculty are expected to build relationships with the business community. The successful candidate will teach in the degree granting programs and be encouraged to participate in research and executive education opportunities. The case method is used extensively. However, different methods and pedagogical innovations are encouraged. Excellence in classroom teaching and course development is highly valued. The school supports faculty participation in research projects of academic relevance to practicing managers. An interest and ability in international business are encouraged. This position is subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages the application of all qualified persons, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Please send your curriculum vitae to Ken Hardy, Associate Dean, Western Business School, The University of Western Ontario, London, Ontario, Canada N6A 3K7. The deadline for applications for this position is 30 November 1994.

### AGRICULTURAL ECONOMICS

**UNIVERSITY OF ALBERTA, EDMONTON** - Assistant Professor, Marketing Economics for Agriculture, Food and Forest Products. Teaching and research position at the assistant professor level emphasizing the economics of marketing and markets, price analysis, trade and industrial organization. A PhD in agricultural economics or economics, and a strong background in economic theory and econometrics is required. Knowledge of agricultural, food and/or forest products markets in Canada and/or elsewhere is an advantage. Salary range \$40,035-\$57,035. This tenure track position will be available January 1, 1995. Applications, including a statement of research and teaching interests, curriculum vitae and names of three referees should be

sent to: Michela M. Veaman, Chair, Department of Rural Economy, University of Alberta, Edmonton, Alberta T6G 2H1, Canada, by September 30, 1994. In requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University of Alberta encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

### ANIMAL & POULTRY SCIENCE

**UNIVERSITY OF GUELPH** - The Department of Animal and Poultry Science is seeking a qualified female scientist to nominate for a Natural Sciences and Engineering Research Council (NSERC) Women's Faculty Award. The appointment will be at the Assistant Professor level. The position is open to women who have completed a PhD in Animal and Poultry Science or closely related area, preferably within the last five years. The successful candidate will be expected to undertake an independent research program in any discipline that strengthens or complements activities in the Department. This includes the applications of genetics, nutrition, physiology, environment and the use of animals and their products. The successful award holder will have minimal teaching obligations and will be expected to participate in the Department's Graduate Program. The Department encourages research programs in areas of poultry and animal research laboratories and excellent animal research facilities. An application with full resume and a related cover letter should be submitted by September 30, 1994 to: Dr. Ann M. Gibbins, Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. The appointment is subject to final budgetary approval. In accordance with the University of Guelph's commitment to employment equity program that includes special measures to achieve diversity among its faculty and staff, we therefore particularly encourage applications from women, aboriginal Canadians, persons with disabilities and members of visible minorities.

### ARCHITECTURE

**UNIVERSITY OF BRITISH COLUMBIA** - The School of Architecture. One full-time, tenure track position is available in the School of Architecture. A person qualified to teach and direct research in the history and theory of Architecture. Applicants will include teaching and supervising research in a post-professional program and teaching in a three year professional Master of Architecture program. The appointment will be made at the Assistant Professor level. Candidates must hold an advanced degree in Architecture or Fine Arts and a PhD degree in the history and theory of Architecture with a specialization in the work of the 20th century. They should also be able to teach highly motivated architecture students to improve the rapid content of their work. Preference will be given to candidates with teaching experience, research and publications in their area of specialization. The salary will depend on experience, and the position is subject to final budgetary approval. Applications should send resumes and a list of referees by 15 October 1994 to: Professor Sanford Hirsten, Director, School of Architecture, The University of British Columbia, 6333 Memorial Road, Vancouver, BC V6T 1Z2. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

### ASTRONOMY & PHYSICS

**UNIVERSITY OF BRITISH COLUMBIA** - Astronomy/Astrophysics. Applications are invited for a tenure track assistant professor position beginning July 1, 1995. Appointment may be considered at a higher rank for a woman with exceptional qualifications. This is to be a joint appointment between the Department of Astrophysics and Astronomy and the Department of Physics. We are primarily interested in increasing our strength in theoretical astrophysics but outstanding

candidates whose interests are primarily observational are also encouraged to apply. The appointee will be expected to teach undergraduate and graduate courses, to develop a strong research program, and to supervise graduate students. Salary will be commensurate with a PhD. This position is subject to final budgetary approval. UBC welcomes all qualified applicants especially women, aboriginal people, visible minorities and persons with disabilities. Applicants should submit a curriculum vitae, a statement of research interests and arrange to have three letters of reference sent to: Or. P.M. Ellis, Head, Department of Astrophysics and Astronomy, University of British Columbia, Vancouver, BC, Canada V6T 1Z4, by November 15, 1994.

### ATMOSPHERIC & OCEANIC SCIENCES

**McGILL UNIVERSITY** - Centre for Climate and Global Change Research (C2GCR). C2GCR is a multidisciplinary research centre based at McGill University, and includes participation from Université du Québec à Montréal. Centre members are invited to apply for four post-doctoral positions in the field of atmospheric biogeochemistry and ecosystem modelling, with a focus on the role of vegetation and land use change (Dr. J. Grace and N. Roulet). (b) subgrid scale processes in ocean-climate models (Dr. O. Strandberg and J. Mysak) (c) medium clouds and aerosols and Arctic climate modelling (Dr. S. Davies and J.P. Blanchet). The successful candidates will be expected to participate in the Department's Graduate Program. The Department encourages research programs in areas of atmospheric and oceanic research laboratories and excellent animal research facilities. An application with full resume and a related cover letter should be submitted by September 30, 1994 to: Dr. Ann M. Gibbins, Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. The appointment is subject to final budgetary approval. In accordance with the University of Guelph's commitment to employment equity program that includes special measures to achieve diversity among its faculty and staff, we therefore particularly encourage applications from women, aboriginal Canadians, persons with disabilities and members of visible minorities.

### BIOCHEMISTRY

**CONCORDIA UNIVERSITY** - Applications are invited for a Biochemistry tenure-track position. The successful candidate will be required to teach physical biochemistry and introductory biochemistry. Preference will be given to candidates with research in molecular biophysics, in vitro, in vivo. Concordia University is an English-language institution located in downtown Montreal, in close proximity to other bio-research centers. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons. The closing date for applications is Nov. 11, 1994. Please send applications, including a curriculum vitae, statement of proposed research, and three letters of recommendation to: Dr. J. Podewils, Department of Chemistry and Biochemistry, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 Canada (Fax: 514-848-2668). Previous applicants for this position should submit a statement of current interest, and updated materials as desired.

### BIOLOGY

**UNIVERSITY OF TORONTO** - Plant-Microbe Interactions. The Botany Department of the University of Toronto invites applications for a tenure track position in Plant-Microbe Interactions at the Assistant Professor level, starting July 1, 1995. The successful candidate should have a PhD and, preferably, postdoctoral experience. Research areas of particular interest include plant-parasite interactions at the molecular, cellular, and tissue, biochemical or physiological levels, but other areas of plant-microbe interactions will be considered. Teaching responsibilities will include participation in team-taught undergraduates and graduate courses in appropriate areas of biology such as plant-microbe interactions, plant pathology, cell or molecular biology. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and arrange for three letters of reference to be sent to Professor V.J. Higgins, Chair, Department of Botany, University of Toronto, 25 Wilketts Street, Toronto, Ontario, Canada M5S 3B2 by

## Accepting

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October 31, 1994, in accordance with Canadian Immigration regulations, this advertisement is directed towards Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Alberta encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

**WILFRID LAURIER UNIVERSITY - Department of Biology.** The Department invites applications for a tenure-track appointment starting on July 1, 1995. Applicants must have completed a PhD (post-doctoral experience will be an asset) and will be expected to develop an externally funded research program. We are looking for an individual with research interests in the field of molecular biology, preferably in a botanical area. Teaching responsibility will be primarily in the introductory biology course. In addition the appointee will teach a senior course in an area of organismal biology. The department strives for excellence in undergraduate education and emphasizes the traditional areas of anatomy, physiology, and taxonomy. Field work is an essential component of a number of our senior courses. Applications with a full curriculum vitae and the names and addresses of three references should be forwarded to the undersigned on or before October 31, 1994, in accordance with Canadian Immigration Policy. The advertisement is directed to Canadian citizens and permanent residents. The University is committed to Employment Equity policies and encourages applications from all qualified women and men, including visible minorities and persons with disabilities. Dr. David Peterson, Chair, Department of Biology, Wilfrid Laurier University, Waterloo, Ontario, N2L 2C5 Canada. Telephone: (519) 884-1970 ext. 2650; FAX: (519) 886-9351.

#### BIOTECHNOLOGY

**UNIVERSITY OF BRITISH COLUMBIA - A position as a Research Associate is available in the Biotechnology Laboratory at the University of British Columbia. The researcher will participate in projects involving the applications of recombinant microbial cell systems and their discrete catalytic and binding domains. Applicant must have previous experience in the molecular biology, purification and enzymology of cell systems. Experience in the use of microbial gene expression systems for cellulosic products would be a distinct asset. Applicants for this position are required to hold a PhD and have a minimum of two years postdoctoral experience. The position is grant supported and is for a period of two years renewable. Closing date for applications is September 30, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Interested candidates should submit a resume and a list of three references to: Dr. D.G. Kilburn, Biotechnology Laboratory, Room 237, Westbrook Building, Vancouver, B.C. Canada V6T 1Z3.**

#### BUSINESS

**BROOK UNIVERSITY - Business.** Applications are invited for the following: 1. Two tenure-track positions in accounting. Preference will be given to candidates whose teaching and research interests are in auditing and managerial/financial accounting. 2. One tenure-track position in finance. 3. Contractual, visiting or part-time positions in corporate management, entrepreneurship, introduction to management, finance and accounting. Rank is open. Salary is competitive, dependent on qualifications. Tenure-track positions normally require a PhD or equivalent. However, applicants who are

in the final stages of their doctorate will be also considered. These positions are available, subject to budgetary approval, effective July 1, 1995. Brook University is committed to the principles of equity in employment and encourages applications from all qualified persons. The Faculty of Business has approximately 60 full-time faculty and staff members and approximately 1500 full-time equivalent students. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please submit letter of application together with a curriculum vitae and the names of three referees in confidence to: Dr. Tansu Barker, Interim Dean, Brook University, St. Catharines, Ontario L2S 2A1. Applications will be accepted until the positions are filled.

**UNIVERSITY OF MANITOBA - Faculty of Management.** Applications are invited for tenure-track positions in the areas of (i) accounting and (ii) finance with three or more positions in accounting and one or more in finance. In the finance positions we are looking for candidates trained in one or more of the following areas: investment theory, corporate finance, or risk management. In the accounting positions we are looking for candidates with a full curriculum vitae and references in the following areas: financial accounting, managerial accounting, auditing, tax, or information systems. Positions are subject to budget approval. Rank is open based on qualifications and experience. Visiting appointments are also possible. PhD or CGA completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open. July 1, 1995 preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities and women.

1, 1995 preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba R3T 5V6. Application deadline is December 1, 1994.

**UNIVERSITY OF ALBERTA - Applications are invited for a full-time tenure-track position at the rank of Assistant Professor with the Department of Organizational Analysis of the Faculty of Business in one of the following fields: organizational behaviour, human resources management, organizational theory, strategy. A PhD is required or the candidate should be at the completion stage of his/her degree. The salary range for Assistant Professor at the University of Alberta is \$40,035 - \$57,003 - under review; professional faculties are able to offer competitive salaries made possible through market supplements. Applicants are normally effective July 1st, although January appointments may be considered. Deadline for application is 31 October 1994. Send resume to: Dr. Ray Reesman, Chair, Department of Organizational Analysis, University of Alberta, Edmonton, Alberta, Canada T6G 2B6. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.**

#### BUSINESS ADMINISTRATION & COMMERCE

**UNIVERSITY OF BRITISH COLUMBIA - Faculty of Commerce and Business Administration.** Applications are invited in most areas including finance, management information systems, human resource management, and managerial economics and policy. Appointments are available July 1, 1995 or January 1, 1996. As a minimum, applicants must be nearing completion of their PhD dissertation. Other required qualifications include an interest in undergraduate teaching, a very strong research orientation and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Appointment may be considered at a higher rank for a woman with exceptional qualifications. Salary will be commensurate with the applicant's qualifications and experience. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please submit a curriculum vitae and the names of three academic referees and a list of publications, as well as the names of three referees to: Chair, Department of Internal Medicine, Room 430-432, 820 Sherbrook Street, Winnipeg, Manitoba R3A 1R8. Deadline date for receipt of applications is October 31, 1994.

#### CHEMISTRY

**UNIVERSITY OF ALBERTA - The Department of Chemistry invites applications for a tenure-track position at the rank of Assistant Professor level, starting July 1, 1995. Preference will be given to applicants whose interests emphasize the physical chemistry aspects of the research area and complement those of the current faculty. The department is especially interested in candidates in the area of theory and applications of molecular dynamics of macromolecules, including biological and synthetic polymers. Applicants should have outstanding potential for excellence in teaching and research. The research of 38 faculty and 130 graduate students is supported by excellent services, including mass spectrometry and high field nmr laboratories, and departmental electronic, machine, and glassblowing shops. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of**

**CARDIOLOGY**  
**UNIVERSITY OF MANITOBA - The Section of Cardiology at the University of Manitoba, the Health Sciences Centre and the St. Boniface Hospital is recruiting an Interventional Cardiologist. This is a geographic full-time, contingent appointment as an Assistant Professor based at the Health Sciences Centre and becomes part of a cooperative interventional program at both hospitals. The two adult interventional labs have a combined volume of 3400 total procedures and 670 interventional procedures per year. The successful candidate will join three other full-time Interventional Cardiologists. Active research in the Section involves clinical epidemiology, thrombolytic therapy, epicardioscopic and clinical research in Cardiology. It is expected that the candidate will have had significant post-Fel-**

lowship research experience and would undertake to develop a research program. Interventional cardiology will occupy approximately 50% of the appointee's time and the remainder will be devoted to research and teaching. Candidates must have senior specialty qualifications in Internal Medicine and Cardiology in the county of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Cardiology by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University, the Health Sciences Centre and St. Boniface Hospital offer a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae, a list of publications, as well as the names of three referees to: Chair, Department of Internal Medicine, Room 430-432, 820 Sherbrook Street, Winnipeg, Manitoba R3A 1R8. Deadline date for receipt of applications is October 31, 1994.

**UNIVERSITY OF ALBERTA - The Department of Chemistry invites applications for a tenure-track position at the Assistant Professor level starting July 1, 1995 in any area of analytical chemistry that complements current faculty interests. Applicants should have outstanding potential for excellence in teaching and research. The research of 38 faculty and 130 graduate students is supported by excellent services, including mass and high field nmr spectrometry laboratories, and departmental electronic, machine, and glassblowing shops. Applications, including a complete curriculum vitae and a detailed research plan should be sent by October 31, 1994, to: R.B. Jordan, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2 (FAX: 403-496-4220). Applicants should also arrange for three referees to send letters of reference directly to the above address. Current salaries for Assistant Professors are in the range \$40,035 to \$57,003. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.**

**CARLETON UNIVERSITY - Senior Physical Chemist.** The Department of Chemistry invites applications for the position of a physical chemist at the full professor level commencing July 1, 1995. The position is subject to budgetary approval. The Department is searching for a physical chemist with a proven record of research excellence in the application of femtosecond laser spectroscopy in a wide variety of fields that could include chemistry, biochemistry, medicine and optics. A commitment and enthusiasm for teaching at both the undergraduate and graduate level is also expected.

## INSTRUCTOR Finance

Competition #95-001

The successful candidate will teach upper level corporate finance and investments, and economics or business courses as needed. Engage successfully in scholarly activity.

**Qualifications:** Ph.D. in Finance or imminent completion. Evidence of excellence in undergraduate teaching; evidence of excellence or promise of excellence in scholarly activity.

**Start Date:** August 1, 1995

**Closing Date for Applications:** December 1, 1994

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or legal residents of Canada (please indicate status). The University College of the Cariboo is committed to the principle of employment equity.

Please forward current curriculum vitae, quoting Competition #95-001, along with names, addresses and telephone numbers of three (3) referees to:

Irene Bazell,  
Human Resources Officer,  
UCC, P.O. Box 3010  
Kamloops, B.C. V2G 5N3



## DEAN, FACULTY OF FINE ARTS

The University of Calgary seeks a dean for the Faculty of Fine Arts to commence July 1, 1995.

We require a person who will be a passionate advocate of the importance of fine arts in human education, someone who understands and is committed to the inter-relatedness of the arts and who possesses the executive skills to nurture the fine arts in the academy and the wider community. We seek an academic leader who will foster excellence and who will create a climate for positive discussion and innovation.

The Faculty of Fine Arts offers programs of study for undergraduate and graduate degrees. Fine Arts consists of the departments of Art, Drama and Music and Programme of Dance. The Faculty seeks ways to facilitate creative teaching and research, to foster innovative solutions to ways of teaching within the Fine Arts including the application of new technologies, and to be cognizant of the employment needs of the students upon graduation. The successful candidate will extend and strengthen the Faculty's efforts in fundraising and community relations.

The University of Calgary, with some 22,500 full-time students and 5,000 academic and support staff, is located in the City of Calgary with a highly educated population of 750,000 people. The University possesses excellent facilities to meet its mission. Calgary and its environs have well-developed cultural programs and are supportive of the arts.

Submit nominations and applications, including a curriculum vitae and the names and addresses of three referees by October 1, 1994.

Dr. J.D. Calkin, Vice-President (Academic) and Provost

The University of Calgary  
2500 University Drive N.W.  
Calgary, Alberta, Canada T2N 1N4  
Telephone: (403) 220-5462 FAX: (403) 289-6800



## The University of Auckland - New Zealand

### Lectureship

Department of Geography

Vacancy UAC.478

Applications are invited for a Lectureship in the Department of Geography, The University of Auckland. Applicants must have a PhD or equivalent in the field of resource and environmental management. Interests in the relationships between environment and development and/or human adjustments to environmental change may be an advantage but all specialisations within the broad field will be considered.

Commencing salary will be established within the range NZ\$39,500 - NZ\$50,000 per annum.

Closing date: 31 October 1994.

### Lectureship in Japanese

Department of Asian Languages & Literatures

Vacancy UAC.468

Applicants should have a PhD in hand or near completion in the field of Japanese literature or language. Reference will be given to applicants with particular strength in Japanese literature (esp. Edo or modern), although applicants with specialisation in teaching Japanese as a second language are also strongly encouraged to apply. Applicants should be able to show a proven commitment to language teaching through classroom experience, pedagogical training in Japanese language teaching, or the development of teaching materials, including computer software. Native or near-native fluency in both Japanese and English is required, as is ability to teach at all levels.

Commencing salary will be established within the range NZ\$39,500 - NZ\$50,000 per annum.

Closing date: 17 October 1994.

### Lectureship in Korean

Department of Asian Languages & Literatures

Vacancy UAC.469

Applicants should have a PhD in hand or near completion and such experience as to enable them to teach both Korean language and literature. Preference will be given to candidates who have had substantial responsibility in designing and implementing language instruction for undergraduates at all levels. Applicants should also show an ability to design and contribute to literature and cultural courses. Native or near-native fluency in Korean and English is essential.

Commencing salary will be established within the range NZ\$39,500 - NZ\$50,000 per annum.

Closing date: 17 October 1994.

#### Conditions & Procedures for All Vacancies

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, phone 64-9-373 7993 ext 5789 or 5790, fax 64-9-373 7454. Three copies of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote the relevant Vacancy Number in all correspondence.

W.B. NICOLL, REGISTRAR



New Zealand

The University has an equal opportunities policy and welcomes applications from all qualified persons

In accordance with Canadian immigration requirements the advertisement is directed to Canadian citizens and permanent residents of Canada. Carleton University is committed to equality of opportunity for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applicants should send their curriculum vitae including a list of references and research interests and the names of at least three referees by October 1, 1994 to: Dr. J. Wright, Chairman, Department of Chemistry, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5S6.

## DENTISTRY

**UNIVERSITY OF SASKATCHEWAN.** Full-time tenure track position at the rank of Assistant Professor available in Prosthodontics, Department of Restorative and Prosthetic Dentistry effective September 1, 1994 or as soon thereafter as possible. Duties will include teaching of undergraduate students, research and some administration. Graduate qualifications at the Masters Level in Prosthodontics required. Position subject to budget approval. This position has been cleared for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of immigration status in Canada. Send application complete with curriculum vitae and the names and addresses of three referees to: Dr. M.B. Mouton, Chair, Prosthodontic Search Committee, College of Dentistry, Saskatoon, Saskatchewan, Canada S7N 0W0. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates, including aboriginal people, persons with disabilities, visible minorities and women.

**UNIVERSITY OF WESTERN ONTARIO.** Up to two limited-term or tenure-track positions available in Division of Graduate Orthodontics, commencing September 1994 or as soon thereafter as possible. Rank and duration of initial appointment dependent on candidate's qualifications and experience. Applicants should be certified in the specialty of Orthodontics. Duties include teaching, research, administration and clinical activities. Inquiries and applications, which should include a curriculum vitae and names of three referees, to: Dr. Ralph L. Broke, Dean, Faculty of Dentistry, The University of Western Ontario, London, Ontario N6A 5C1. Applications accepted until position filled. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

## CLASSES

**CONCORDIA UNIVERSITY.** Classics. Applications are invited for a tenure track position at the rank of Assistant Professor commencing August 15, 1995. PhD and teaching experience required. The candidate must be qualified to teach courses in archaeology and to have a breadth of expertise in both Classical Languages and Classical Studies. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities, and persons with disabilities. Applicants should send their Curriculum Vitae and also request three referees to forward letters of recommendation directly to: Professor E.M. Preston, Chair, Department of Classics, Concordia University, 1414 Sherbrooke St. West, Montreal, Quebec H3G 1M8.

**UNIVERSITY OF TORONTO.** Applications are invited for a tenure track appointment at the assistant professor level in Greek literature, effective July 1, 1995. Candidates should have strong research interests and wish to participate in graduate teaching and supervision. PhD required. Salary commensurate with qualifications. Interested individuals should send a curriculum vitae, letters from three referees, and a specimen of their written work of 400-500 words to Professor E.L. Robbins, Department of Classics, University of Toronto, 16 St. George Street, Toronto M5S 1A1, by October 1, 1994. In accordance with the Employment Equity Policy of the University of Toronto, we encourage applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities. The appointment is subject to budgetary approval.

## COMPUTER SCIENCE

**UNIVERSITY OF MANITOBA.** The Department of Computer Science at the University of Manitoba invites applications for one full-time tenure-track position and one two-year term position, subject to budgetary approval, effective September 1, 1994, or as soon as possible thereafter. Minimum qualifications are a PhD in Computer Science or allied discipline, some teaching experience and evidence of a strong research commitment. Candidates are principally sought in the area of databases, though excellent candidates in other areas may be considered. The Department currently has 23 full-time tenure track faculty members and a number of term appointments, and offers a full range of both undergraduate and graduate programmes, including computer science programmes. We currently have 40 Masters and 12 PhD students. The Department is a well-established one which has been in an expansionary phase. Both the undergraduate and graduate curricula have been extensively revised and extended. The Department provides good technical support for both teaching and research. Current and planned departmental facilities include numerous Unix-based RISC workstations, Micro VAXes, X-Window terminals, a parallel machine, and many personal machines, all connected via Ethernet. The department has well equipped UNIX and Object-Oriented teaching labs. The University Computer Centre provides virtually unlimited access to Unix based workstations, and other personal and mainframe computing facilities, as well as Internet connections. This is an excellent opportunity for good researchers and teachers to get in on the ground floor of an exciting department. Winnipeg has a great deal to offer, both culturally and recreationally, with a number of professional and other ethnic arts groups, professional sports teams, and many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the home buyer. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. The University has a smoke-free work environment save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three referees to: Chair of Search Committee, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2; e-mail search@cs.umanitoba.ca; Tel: (204) 474-8313; Fax: (204) 269-9178. Closing date for receipt of applications is September 30, 1994.

## CREATIVE WRITING

**UNIVERSITY OF BRITISH COLUMBIA.** Faculty of Arts. The Department of Creative Writing invites applications for a tenure-track appointment at the Assistant Professor rank commencing July 1, 1995. Appointment may be considered at a higher rank for a woman with exceptional qualifications. M.F.A., or equivalent, preferred. Salary commensurate with qualifications and experience. This position is subject to final budgetary approval. The successful candidate's primary roles will be as a teacher of screenwriting to graduate students and senior undergraduates, and as an active, energetic liaison with the Film Division of the Theatre Department, in particular to help get student work produced. The candidate should also have writing experience in another medium and have had work in that genre published or produced. Candidates should have worked with and expanded opportunities for student writers, as well as having had experience in the teaching of workshops and tutorials. Candidates should have a strong screenwriting credits and some production knowledge. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to Professor Bryan Wedel, Acting Head, Department of Creative Writing, UBC, Vancouver, BC, V6T 1Z1 by January 31, 1995. U.B.C. welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

# Concordia University is seeking a Rector and Vice-Chancellor

The Advisory Search Committee for a Rector of Concordia University invites applications and nominations for the position of Rector and Vice-Chancellor. This appointment, which may be renewed, is normally for a term of five years, to begin as soon as the chosen candidate may be available.

With approximately 26,000 students, 3,400 faculty and staff, and more than 80,000 alumni worldwide, Concordia University is one of Canada's largest and most dynamic universities. Established in 1974 by the merger of Loyola College (1896) and Sir George Williams University (1948), Concordia occupies two campuses, Loyola Campus in the west-end of the City of Montréal and Sir George Williams Campus in the heart of downtown Montréal.

The Rector and Vice-Chancellor, as chief executive officer of the University, is formally responsible for carrying out all decisions of the Board of Governors and of Senate.



**Concordia**  
UNIVERSITY

REAL EDUCATION FOR THE REAL WORLD

The Rector is an ex-officio member of the Board of Governors and the President of Senate.

The ideal candidate must have demonstrated leadership abilities in both academic and administrative areas, a strong commitment to team work and the ability to motivate people in an inspirational and effective manner. The successful candidate should possess the capacity to communicate effectively with faculty, students, staff, alumni and friends of the University. As well, he or she should have the skills to represent the University well in its relations with government, other universities, social institutions, the business community and the public at large.

The Rector is the leader of an English-language institution which is sensitive to the bilingual and multicultural setting in which it operates. Fluency in English and French is essential.

Applications and nominations with curriculum vitae, should be forwarded by October 15, 1994 to:

Me Bérengère Gaudet, Secretary  
Advisory Search Committee for the Rector  
Concordia University  
Office of the Secretary-General,  
Room BC-124  
1455 de Maisonneuve Blvd. West  
Montréal, Québec, H3G 1M8.

*In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured.*

*Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.*

# Université Concordia : Recteur et vice-chancelier ou Rectrice et vice-chancelière

Le Comité consultatif de sélection du recteur de l'Université Concordia sollicite des offres de service et mises en candidature pour le poste de recteur et vice-chancelier. Il s'agit habituellement d'un mandat de cinq ans, renouvelable, qui prendra effet dès que le ou la nouvelle titulaire sera disponible.

Comptant plus de 26 000 étudiants et étudiantes, 3 400 membres du corps professoral et du personnel et quelque 80 000 diplômés-es et amis-es à travers le monde, Concordia est l'une des plus grandes et des plus dynamiques universités du Canada. Constituée en 1974 par suite de la fusion du collège Loyola (1896) et de l'Université Sir George Williams (1848), elle possède deux campus, soit Loyola dans l'ouest de Montréal, et Sir George Williams au centre-ville.

Le recteur et vice-chancelier, à titre de premier dirigeant de l'Université, est formellement responsable de l'application

de l'ensemble des décisions prises par le Conseil d'administration et par le Sénat.

Le recteur est membre d'office du Conseil d'administration et président du Sénat.

Le profil idéal exige des qualités avérées de leadership dans les domaines de l'enseignement et de l'administration, une forte propension à travailler en équipe et une grande capacité à motiver les gens. Il faut de plus savoir communiquer de façon efficace avec le corps professoral, la population étudiante, le personnel ainsi que les diplômés-es et amis-es de l'Université. La personne choisie sera en mesure de représenter l'Université auprès de diverses instances, notamment le gouvernement, les autres universités, les organismes sociaux, la communauté d'affaires et le grand public.

Le recteur ou la rectrice est à la tête d'un établissement d'enseignement de langue anglaise sensible au milieu bilingue et

multiculturel dans lequel il s'insère. La maîtrise de l'anglais et du français s'impose.

Prière de faire parvenir les offres de service ou mises en candidature, accompagnées d'un curriculum vitae, au plus tard le 15 octobre 1994 à :

Me Bérengère Gaudet  
Secrétaire du Comité consultatif de sélection du recteur  
Université Concordia  
Secrétariat général, BC-124  
1455, boul. de Maisonneuve ouest  
Montréal (Québec) H3G 1M8

*Conformément aux exigences d'Immigration Canada, cette offre s'adresse aux citoyens canadiens et aux résidents permanents. Confidentialité assurée.*

*L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.*



**UNIVERSITÉ**  
**Concordia**

ON VOUS PRÉPARE POUR LE MONDE

## ECONOMICS

**WILFRID LAURIER UNIVERSITY, Department of Economics.** Applications are invited for appointments beginning July 1, 1995, subject to budgetary approval. PhD or near PhD, preferably with some teaching and research experience. Duties include teaching at the undergraduate and master's level and research. Candidates in all areas will be considered. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities and aboriginal people. A smoke-free working environment is provided. Applications with a curriculum vitae and the names of three references should be sent to: Dr. Terence Levesque, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5.

**QUEEN'S UNIVERSITY - Department of Economics** at Queen's University expects to have an entry level, tenure track faculty position beginning in 1995-96. Candidates should have a PhD completed or near completion and have excellent qualifications for research and teaching. Most fields of specialization will be considered, but of special interest are microeconomic theory, including game theory and social choice theory. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the work place, and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Apply by December 2, 1994 to Professor Alan Gregory, Associate Head, Department of Economics, Queen's University, Kingston, Ontario K7L 3N6.

**QUEEN'S UNIVERSITY - The Department of Economics** at Queen's University expects to have an entry level, tenure track faculty position beginning in 1995-96. Candidates should have a PhD completed or near completion and have excellent qualifications for research and teaching.

ing. Most fields of specialization will be considered, but of special interest are: microeconomics, international economics, or closely related fields such as macro-economics. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the work place, and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Apply by December 2, 1994 to Professor Alan Gregory, Associate Head, Department of Economics, Queen's University, Kingston, Ontario K7L 3N6.

**MEMORIAL UNIVERSITY OF NEW-FOUNDLAND - Department of Economics.** Applications are invited for a teaching-term appointment (eight-month contract) at the rank of Lecturer or Assistant Professor beginning January 1, 1995. This position is renewable for another eight months subject to satisfactory approval. It involves teaching undergraduate courses in monetary theory, intermediate macroeconomics and money and banking. Candidates should have completed or be close to completing a PhD. Previous teaching experience is desirable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Applications with curriculum vitae and three letters of reference should be sent by October 30, 1994 to: Dr. Eugene Teas, Head, Department of Economics, Memorial University of Newfoundland, St. John's, NL, A1C 5S7.

## EDUCATION

**UNIVERSITY OF REGINA - Faculty of Education.** Assistant Professor, Physical Education (Elementary). Applications are invited for an eight-month (full-time) term position in Elementary Physical Education and Health Education. The appointment will be effective January 1, 1995. General qualifications: A Doctor-

ate in Physical Education or Education preferred; a background and teaching experience in K-9 Physical Education and instruction; a background and teaching experience in Health Education is desirable. The successful candidate will be expected to teach undergraduate Curriculum and Instruction classes in Elementary Physical Education and in Health Education and to supervise undergraduate students during the field experience component of an innovative teacher education program. Salary range \$40,019 - \$60,027, negotiable according to qualifications and experience. Applications, including curriculum vitae and three reference letters should be sent by October 14, 1994 to: Dr. Michael Tymnack, Dean, Faculty of Education, University of Regina, Regina, SK S4S 0A2. Where necessary, letters and curriculum vitae may be faxed (306)585-5330 immediately, with letters of reference to follow. Appointments will be made subject to final budgetary clearance. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity.

**ST. FRANCIS XAVIER UNIVERSITY - Adult Education.** Applications are invited for a tenure track position at the rank of Assistant Professor. Applicants holding a doctoral degree in adult education with practice experience are preferred. The Master of Adult Education program has a self-directed and professional development focus and is delivered via distance education. The position requires a comprehensive knowledge of learning theory, adult education foundations and practice. Duties include supervision of graduate students, facilitation of orientation sessions and research. Salary is dependent upon qualifications and experience. Please submit a letter of application together with a curriculum vitae and the names of three references to: Dr. Susan May, Chair, Department of Adult Education, St. Francis Xavier University, Antigonish, Nova Scotia B0G 2W5. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants.

## EDUCATIONAL PSYCHOLOGY

**UNIVERSITY OF BRITISH COLUMBIA - The Department of Educational Psychology and Special Education** at the University of British Columbia, invites applications for a full-time, tenure track appointment in Developmental Disabilities at the Assistant Professor level. The appointment will become effective July 01, 1995 or sooner, and will be subject to final budgetary approval. The Department offers programs leading to PhD, M.A. and M.Ed. degrees, the Diploma in Education, and the B.Ed. degree with teacher certification. All applicants should have a doctoral degree in an appropriate area, a valid teaching credential and/or appropriate experience in a school setting, a well-defined research program and evidence of research competence. The Department places strong emphasis on the practice of research. Duties will include primary teaching responsibilities in special education, secondary teaching responsibility in the area of the remaining program areas of the Department (school psychology, human learning, development and instruction, or research methodology). Salary dependent on rank. Appointment may be considered at a higher rank for a woman with exceptional qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is November 15, 1994. Letters of application, curriculum vitae, the names, addresses and phone/fax numbers of three referees, together with a statement of research interests and one published article (if available) should be sent to: Dr. Patricia Artn, Head, Department of Educational Psychology and Special Education, Faculty of Education, University of British Columbia, Vancouver, B.C. V6T 1Z6.

**UNIVERSITY OF BRITISH COLUMBIA - The Department of Educational Psychology and Special Education** at the University of British Columbia, invites applications for a full-time, tenure track academic appointment in Visual Impairment and Multiple Handicaps at the Associate or Assistant Professor level. The appointment will become effective July 01, 1995 or sooner, and will be subject to final budgetary approval. The Department offers programs leading to PhD, M.A. and M.Ed. degrees, the Diploma in Education, and the B.Ed. degree with teacher certification. All applicants should have a doctoral degree in an appropriate area, a valid teaching credential and/or appropriate experience in a school setting, a well-defined research program and evidence

of research competence. The Department places strong emphasis on theory/practice interactions. Duties will include primary teaching responsibilities in the Master's program to teaching of the Visually Impaired; secondary teaching responsibility in special education and/or one of the remaining program areas of the Department (school psychology, human learning, development and instruction, or research methodology). Salary dependent on rank. Appointment may be considered at a higher rank for a woman with exceptional qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In

accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Nominations and applications, including a Curriculum Vitae and the names of three references, should be submitted by October 1, 1994 to:



## FACULTY OF ENGINEERING McMASTER UNIVERSITY NSERC WOMEN'S FACULTY AWARDS

The Faculty of Engineering is seeking candidates to nominate for NSERC Women's Faculty Awards in the 1994-95 competition.

The Faculty is noted for its strong research base and graduate programmes in all engineering disciplines; we are particularly interested in candidates in environmental engineering, thermo-fluid sciences, applied mechanics and control engineering, but exceptional candidates in other areas should also apply. Nominees for a WFA must be female Canadian citizens or permanent residents. They would normally have obtained their doctoral degree within the last five years and have an excellent research record. The starting salary will be commensurate to that of an assistant professor.

McMaster University is committed to Employment Equity and encourages applications for this position from all qualified women, including aboriginal peoples, persons with disabilities, and members of visible minorities. Candidates will be selected for interview on the basis of research accomplishments and teaching potential. Duties will include teaching at the undergraduate and graduate levels (at a reduced load), research supervision of graduate students and participation in departmental and/or university activities.

The target date for commencement of appointment is July 1, 1995, but is flexible.

Interested applicants are invited to send by September 30, 1994, a curriculum vitae, copies of academic transcripts, an outline of proposed research plans and three letters of reference to:

The Dean of Engineering  
Faculty of Engineering  
McMaster University  
1280 Main St. West  
Hamilton, ON L8S 4L7

## Conrad Grebel College

The Board of Governors of Conrad Grebel College invites applications and/or nominations for the position of **President**.

The President is the Chief Executive Officer of the College and is responsible to the Board of Governors. Conrad Grebel College is a Mennonite residential and teaching college owned by the Mennonite Conference of Eastern Canada and affiliated with the University of Waterloo, offering programs of study at both the undergraduate and graduate level. Preference will be given to candidates who stand within the Anabaptist/Mennonite tradition, who have earned a doctorate and who are Canadian citizens or permanent residents of Canada.

All inquiries will be kept in strict confidence. The appointment will be effective July 1, 1995. Applications and resumes should be received by September 30, 1994 and should be addressed to:

The Chair  
Presidential Search Committee  
Conrad Grebel College  
Waterloo, Ontario  
N2L 3G6



## McGill

### FACULTY OF MEDICINE

## DEPARTMENT OF ANATOMY & CELL BIOLOGY

Applications are invited for the position of Chair, Department of Anatomy & Cell Biology, McGill University, Faculty of Medicine.

M.D. and/or Ph.D. with sound academic and research credentials in the field. Must have established and administered large research groups. Must have extensive knowledge of the field. Must have experience in educational design and execution of undergraduate and graduate training programs. Will be responsible for the administration of the Department of Anatomy & Cell Biology; for strengthening teaching at all levels; and for the maintenance and further development of research components.

Salary commensurate with qualifications and experience. Minimum appointment at the Associate Professor level.

Applications should be directed to Dean Richard L. Cruess, McGill University, Faculty of Medicine, 3655 Drummond Street, Montreal, Quebec, H3G 1Y6 by June 1, 1995.

In accordance with the Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.



## QUEEN'S UNIVERSITY AT KINGSTON INVITES APPLICATIONS AND NOMINATIONS FOR THE CHAIR IN MINE MECHANICAL ENGINEERING DEPARTMENT OF MINING ENGINEERING QUEEN'S UNIVERSITY AT KINGSTON, ONTARIO, CANADA

Rapidly changing technology and legislation, along with severely depressed commodity markets, deeper and more complex mining conditions and increasing international competition, are causing a major restructuring of the Canadian mining industry. The future profitability and viability of mining in Ontario and Canada is dependent on its ability to achieve yet greater improvements in productivity which in turn is tied to revolutionary changes in mining and mineral processing equipment and innovative and more efficient mine designs and methods which will evolve from these. Mine Mechanical engineering involves the design and maintenance of mining and mineral processing equipment to meet the need for higher productivity and improved safety and the integration of these into systems which emphasize remote control and automation.

Queen's University Mining Engineering Faculty has recognized this and an undergraduate program in the discipline of Mine Mechanical Engineering has been introduced. The course has been designed with the help, and at the request, of industry to meet the increasing demands for mine mechanical engineering graduates. The Mine Mechanical Engineering course is the only one in the world known to the Department which makes a serious attempt to train professional engineers in this very important aspect of the mining and mining equipment manufacturing industry. Significant direct industry support has been committed to the program.

The Department of Mining Engineering, one of the largest in North America, seeks applications and nominations for the position of Chair in Mine Mechanical Engineering. This is a senior appointment and candidates should be professional Engineers holding at least an M.Sc. degree, having substantial industrial experience and a distinguished industrial record in Mine Mechanical Engineering. The position may be structured as either a tenure track or a contract position, subject to completion of funding and academic approval. The primary focus of this position is the undergraduate teaching program. The person appointed will help to shape the development of the new and unique course in Mine Mechanical Engineering and will provide the necessary academic and administrative leadership required to emphasize the importance of this challenging discipline to the minerals and mining equipment manufacturing industries. A strong industrial interest and the ability to attract research funding will be considered as important qualities when making the appointment. Joint undergraduate teaching responsibilities in the Departments of Mining and Mechanical Engineering will be required. Likely initial teaching responsibilities may include machine maintenance, mechanical design, power hydraulics, etc.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Nominations and applications, including a Curriculum Vitae and the names of three references, should be submitted by October 1, 1994 to:

Dr. W.F. Bawden  
Head, Mining Engineering  
Faculty of Applied Science  
Queen's University at Kingston  
Kingston, Ontario, Canada K7L 3N6

The preferred starting date for the position is November 1, 1994, or when appointment is made.

accordance with Canadian immigration requirements prior to the closing date for applications is November 15, 1994. Letters of application, curriculum vitae, the names, addresses and phone/FAX numbers of three referees, together with a statement of their interests and one published article (if available) should be sent to: Dr. R. MacDonald, Head, Department of Educational Psychology and Special Education, Faculty of Education, University of British Columbia, Vancouver, B.C. V6T 1Z4.

**MCGILL UNIVERSITY - School of Applied Psychology** - A tenure-track position, September 1995, Assistant (new or with some experience) or base Associate Professor. Initial responsibilities include teaching psychological assessment and supervision of internships in school and related settings. Research interests in Strong professional identity essential in Applied Psychology, but not necessarily in a related area. The possibility of beginning in January 1995 will be considered. The Department is seeking a woman to be a role model. The position is open to all minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. 1994 salary: \$40,980 - Assistant; \$47,499 - Associate. An applicant's information package is available. Please send a cover letter, curriculum vitae, assurance of doctorate to be completed before starting date, and samples of recent academic writing. Applicants and at least 3 referees should address our expectations for excellence in research, teaching, research/teaching supervision, and leadership. All material is received by October 31st, 1994, addressed to: Prof. Bruce M. Shore, Chair, Department of Educational and Counseling Psychology, McGill University, 3700 McTavish Street, Montreal, Quebec H3A 1Y2. Tel: (514) 398-4242, fax (514) 398-6968.

#### ENGINEERING

**UNIVERSITY OF ALBERTA - A Biomedical Engineer is required for a joint academic appointment as assistant professor in the Department of Surgery and Electrical Engineering at the University of Alberta.** The successful applicant must have a PhD in Electrical Engineering or Biomedical Engineering with experience in signal processing, biomedical instrumentation, and considerable experience in computer analysis of gastrointestinal motility signals. A strong publication record in the field of electrophysiology in particular is required as well as some experience in the use of computer data base and their applications in the gastrointestinal motility field. Knowledge of programming languages such as Turbo C is required. Some experience in the design and implementation of integrated systems for recording biological signals would be an important asset. The position involves teaching courses in the Department of Electrical Engineering, advising researchers from the Department of Surgery in computer analysis of biological signals, and work on a scientific project related to gastrointestinal motility and clinical applications of electrophysiology. The development of an online computer channel systems for recording biological signals would be a major responsibility. The salary range is \$40,035.00 to \$50,035.00 per annum. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a curriculum vitae and the names of three references by September 30, 1994 to: Dr. K.L. Bowers, Department of Surgery, 204-47 W.C. Mackenzie Centre, University of Alberta, 8440-112 Street, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**CONCORDIA UNIVERSITY - Department of Mechanical Engineering.** The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time tenure-track faculty position at the Assistant Professor level in the Industrial Engineering area starting September 1994. The Department offers B.Eng., M.Eng., M.A.Sc. and PhD programs and has a well-established and well-funded faculty research activity. Candidates should have a PhD degree in Mechanical/Industrial Engineering with a strong background in Simulation, Manufacturing Systems, Manufacturing Processes such as conventional machining and nonconventional machining (including micromachining). Candidates should have industrial experience and must be eligible for Professional registration in the Order of Engineers of Quebec. They must have working knowledge of French language. The successful candidate will be required to teach undergraduate and graduate courses in Industrial Engineering, both in English and French, such as Machine Drawing and Design, Dynamics, Manufacturing Processes, Physical Systems and Industrial Electronics, etc., and to seek external funding for research, demonstrate scholarly productivity through publications, and develop fruitful contacts with industry. The Department is committed to pursue research activities in the area of micromachining and microfabrication, and the candidate will be encouraged to develop higher research activities also around this area. Applications, including detailed curriculum vitae and names of at least three referees, should be sent to: Dr. T. Krepec, Acting Chair, Department of Mechanical Engineering, Concordia University, 5655 De Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. In accordance with Canadian immigration requirements, this position will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal persons, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

**UNIVERSITY OF BRITISH COLUMBIA - The Department of Electrical Engineering.** The University of British Columbia invites applications for two tenure-track Assistant Professor appointments. One position is in electric power engineering, the other is an area which supports electric power, systems control, knowledge-based systems or computer applications in power. A PhD is required. Industries or teaching experience is desirable. The successful applicant will be expected to pursue research vigorously, and to teach effectively at the graduate and undergraduate levels. Departmental resources are extensive and include approximately 200 networked workstations and microcomputers as well as laboratories for research in power electronics, high voltage engineering, electric machines, optoelectronics, and signal processing. Both

appointments are associated with a new NSERC/British Columbia Hydro Industries Research Chair in Advanced Techniques for Electric Power Systems Analysis, Simulation and Control. Successful candidates will be expected to collaborate with the Chair, and with British Columbia Hydro. Salary is commensurate with qualifications and experience. Start-up funding is available for purchase of equipment and support of graduate student research assistants. The position is available from January 1, 1995. Priority will be given to applications received on or before October 31, 1994. To apply, send a curriculum vitae, reprints of published papers, names of at least three referees, and a statement of eligibility for employment in Canada to: Dr. R. MacDonald, Head, Department of Electrical Engineering, The University of British Columbia, 2355 Main Mall, Vancouver, B.C. V6T 1Z4. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**MCGILL UNIVERSITY - The Department of Mechanical Engineering.** McGill University is seeking applications for a tenure-track faculty position in Aerodynamics, to

begin in August 1995. The appointment is expected to be at the Assistant Professor level, however, outstanding candidates with experience may be considered for a position at the rank of Associate Professor. The successful candidate will be expected to teach courses at the undergraduate and graduate levels, and develop a vigorous, funded research program. Preference will be given to applicants with proven experience in experimental aerodynamics. The Department has a Low-Speed Aerodynamics Laboratory with a clean, air-conditioned environment, and small- and medium-sized wind tunnels. Applicants must have a doctoral degree in Mechanical or Aerospace Engineering, or in a closely related field, an outstanding academic record, excellent communication skills and teaching ability, and should be prepared to obtain registration as a professional engineer. Relevant industrial experience will be considered an asset. Applicants should include in their response a detailed curriculum vitae, a clear statement (maximum 2 pages) of their specific teaching and research interests and objectives, and the names, addresses and telephone numbers of at least four referees. All application material should be sent to: Prof. Abdul Ahmed, Chair, Department of Mechanical Engineering, 817 Sherbrooke St. W., Montreal, PQ H3A 2K6 Canada. The closing

date for receipt of applications is November 1, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

**MCGILL UNIVERSITY - The Department of Mechanical Engineering.** McGill University invites applications for a tenure-track faculty position in Design, beginning August 1995. The appointment may be at the Assistant or Associate Professor level depending on background. A candidate will be expected to teach undergraduate and graduate Design courses, and to do creative work in the general area of Design. The undergraduate degree should be in Mechanical Engineering or a closely related field. A postgraduate degree, preferably a PhD, should include Mechanical and Product Design. Candidates should have a minimum of 5 years of experience in hands-on Mechanical Design (i.e., not just software) in an industrial environment, preferably from conception to bringing products to market. There must be a proven ability to publish the results of research or professional activities related to Design. Candidates should have definite views regarding the role of Design education in the undergraduate curriculum and innovative ideas about the

method of teaching of Design. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should submit by November 1, 1994, a resume, names of at least 5 referees, and a personal 2-page statement on views and perspectives on the teaching of Design, to: Prof. Abdul Ahmed, Chair, Department of Mechanical Engineering, 817 Sherbrooke St. W., Montreal, PQ H3A 2K6. McGill University is committed to equity in employment.



## MCMASTER UNIVERSITY

A POST-DOCTORAL FELLOWSHIP IS AVAILABLE FOR UP TO TWO YEARS IN THE AREA OF COMMUNICATIONS USING CHAOS THEORY. THE CANDIDATE SHOULD HAVE A STRONG BACKGROUND IN NON-LINEAR DYNAMICS AND CHAOS THEORY, AND BE CURRENT ON THE DEVELOPMENT OF THE USE OF CHAOS, ESPECIALLY IN THE AREA OF MULTI-USER COMMUNICATIONS. PLEASE SEND CV AND THREE LETTERS OF REFERENCE TO DR. P. YIP, COMMUNICATIONS RESEARCH LABORATORY, CRL ROOM 227, MCMASTER UNIVERSITY, 1280 MAIN STREET WEST, HAMILTON, ONTARIO. L8S 4K1.

## The University of Auckland - New Zealand

### Chair in Architecture (Architectural Technology)

School of Architecture, Property & Planning

#### Vacancy UAC.461

The Department of Architecture has a long established BArch degree programme, that has national and international professional recognition. In addition, it also offers postgraduate degrees of MArch, MBI/dSc and PhD. There are three Chairs in the Department, one of which is presently vacant, for which applications are now invited.

The Professor will be expected to foster excellence in research and teaching, and provide academic leadership in the area of architectural technology which includes construction, building services and structures, and various aspects of building performance such as acoustic, lighting and thermal design. Experience in teaching and the integration of architectural technology into the broader architectural education process, and especially in architectural design, and expertise in computer applications, will be considered as an advantage. Applicants should have a qualification in architecture and a PhD, a distinguished research record, and/or accomplished professional experience.

The appointee will be expected to encourage staff in initiating research and consulting activities as the University of Auckland moves its emphasis from undergraduate to postgraduate teaching and research, to co-ordinate and develop teaching in the area of architectural technology broadly conceived, and participate in teaching at all levels, in research programmes, and in departmental management. The Department has excellent support facilities that include wood and metal workshops, laboratories, an audio visual and photographic unit, a faculty library and computer centre, and the only accredited acoustics testing service in New Zealand with its associated laboratories.

Commencing salary will be established within the range NZ\$80,000 - NZ\$100,000 per annum.

Closing date: 30 October 1994.

### Chair in Economics

Division of Commerce, Tamaki Campus

#### Vacancy UAC.452

The University now wishes to develop its Economics programme at the Tamaki Campus by appointment to a Chair in Economics. The successful candidate will lead a growing team of economists teaching in the undergraduate programmes at Tamaki and the postgraduate and post-experience programmes at the University's City Campus. As postgraduate research and teaching develops at Tamaki, there will be opportunities to provide leadership in these areas. As a senior member of the Economics Department, the appointee will be expected to contribute to the leadership of research across both campuses.

Applicants should be economists specialising in applied economics and economic policy and having strong backgrounds in microeconomics and/or macroeconomics with demonstrated strengths in applied econometrics. An active research programme in applied economic analysis, supported by a strong publications record in leading journals, is expected. Candidates should be able to demonstrate through their publication and consulting record an ability to apply economics to contemporary policy issues. Preference may be given to applicants specialising in Resource Economics and related policy.

Commencing salary will be established within the range NZ\$80,000 - NZ\$100,000 per annum.

Closing date: 3 October 1994.

### Chair in General Practice

(Medical)

The Elaine Gurr Professor of General Practice, School of Medicine

#### Vacancy UAC.434

The Elaine Gurr Chair in General Practice was established in 1988 and the Foundation Professor was appointed in 1989. Since this time the Department of General Practice has developed an active research programme, established a Primary Health Care Facility in South Auckland and introduced an innovative undergraduate teaching programme. The Department also houses the Goodfellow Unit for Continuing Medical Education for General Practitioners.

The Chair carries with it headship of the Department.

Applicants must hold a higher postgraduate qualification in General Practice and must also have the ability to lead research activities in General Practice undertaken by other members of the academic staff of the Department.

Clinical duties of up to 4/10 will be required.

Commencing salary will be established within the range NZ\$102,950 - NZ\$112,840 per annum.

Closing date: 7 October 1994.

### Chair in Women's Studies

Faculty of Arts

#### Vacancy UAC.382

Applications are invited for a new professional position, a Chair in Women's Studies. It is within the Faculty of Arts, which includes departments in social sciences, humanities and languages.

This is a foundation Chair. The University currently offers courses in Women's Studies at undergraduate level to Stage II. In 1995 courses at Stage III will be added, enabling students to complete a BA with a major in Women's Studies. In addition to the Chair, the Women's Studies Programme has an establishment of 3.5 teaching staff and one administrative secretary. The successful applicant will be expected to contribute to and develop the undergraduate teaching programme in Women's Studies and to play an innovative role in the development of graduate and post-graduate teaching and research. The appointee will also be Director of the Women's Studies Programme, with responsibility for administering the programme.

The University has an Advisory Board for Women's Studies which advises the Academic Committee on the overall development of Women's Studies in the University. The Director would be a member of this Board.

Applicants must have a PhD and a strong research and publication record relevant to Women's Studies; demonstrated teaching ability and experience in graduate supervision, organisational and administrative skills, and a desire and ability to work in an environment of diverse cultures.

Commencing salary will be established within the range NZ\$80,000 - NZ\$100,000 per annum.

Closing date: 1 October 1994.

### Chair in Molecular Medicine

(Medical or Non-Medical)

Department of Molecular Medicine, School of Medicine

#### Vacancy UAC.436

Applications are sought for a Chair in Molecular Medicine at the University of Auckland School of Medicine. The Department of Molecular Medicine is a well established Department in the School of Medicine contributing to teaching in the undergraduate medical course and a number of postgraduate courses. The Department of Molecular Medicine has strong links with the Faculty of Science and the School of Biological Sciences. The research interests of the Department are varied with well established research in fields of immunobiology, haematology, microbiology/infectious diseases and genetics. It is the primary department of the School of research and teaching in all aspects of molecular genetics and biology, biotechnology, immunology, haematology, microbiology, basic and clinical genetics.

The Chair, which carries with it headship of the Department is open to medically, or non-medically qualified candidates.

Applicants are sought from any field of Molecular Medicine, but preference will be given to applicants who have an active research career in basic or applied aspects of molecular biology.

They should hold either the PhD or MD degree by thesis and must have training and research experience in a field of molecular medicine and must have the ability to lead research activities in molecular medicine undertaken by other members of the academic staff of the Department.

Commencing salary will be established within the range NZ\$102,950 - NZ\$112,840 per annum (Medical) or NZ\$80,000 - NZ\$100,000 (Non-Medical).

Closing date: 10 October 1994.

### Conditions & Procedures for All Vacancies

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone 64-9-373 7999 ext 5790, 5097, 5789, fax 64-9-373 7454. Three copies of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote the relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR



## New Zealand

The University of Auckland

The University has an equal opportunities policy and welcomes applications from all qualified persons

This research chair in the area of advanced engineering design is jointly funded at 1.5 million dollars over a five year period by the Natural Sciences and Engineering Research Council of Canada and Atomic Energy of Canada Limited. The chair holder will have an engineering background (preferably in Mechanical or Industrial Engineering) with considerable computational and design experience. Candidates should possess a PhD and industrial experience and should have a strong research track record. The candidate should be qualified for registration as a Professional Engineer in the Province of Saskatchewan. The chair holder will be responsible for the development and

management of an active research program. The Department of Mechanical Engineering, Involving the Complete Design Process, will be inherently interdisciplinary in nature and broad in scope. The whole product or system life cycle will be examined in the context of the product design. Specific research topics within this general framework could include: concurrent design methodologies, integrated and intelligent CAD systems, artificial intelligence techniques and expert systems. The University of Saskatchewan has over 18,000 full and part time students, housed in an attractive campus overlooking the South Saskatchewan River in Saskatoon, a city of about 200,000 people. There are about 1150 undergraduate students and close to 350 graduate students and excellent facilities for research. Within the Mechanical Department, there are 20 faculty, over 200 graduate students and 2000 undergraduate students with B.E., M.Eng., M.Sc. and Ph.D. degrees.

persons, including CV and references, to Dr. Greg J. Schoenja, Professor and Head, Department of Electrical and Computer Engineering, University of Saskatchewan, Saskatoon, SK S0N 0A9, Canada. Tel: 306-975-7810, Fax: 306-975-7810, E-mail: greg.schoenja@usask.ca. The University of Saskatchewan is an equal opportunity employer. In accordance with Canadian Immigration requirements, the University of Saskatchewan does not discriminate on the basis of race and permanent residents.

**UNIVERSITY OF WATERLOO - Electrical and Computer Engineering.** The University of Waterloo is seeking candidates for appointment to a full-time position in the Department of Electrical and Computer Engineering at the University of Waterloo in the area of software reliability engineering. The Department also invites applications for persons with a strong background in software reliability engineering with preference given to persons specializing in computer networks and distributed systems. The successful candidate must have a doctoral degree and a strong computer background. The University of Waterloo is an equal opportunity employer. In accordance with Canadian Immigration requirements, the University of Waterloo encourages applications from persons of all ethnic backgrounds, including permanent residents. The University of Waterloo encourages applications from persons with disabilities. This appointment is on a full-time basis.

**ENGLISH**

**UNIVERSITY OF BRITISH COLUMBIA - Department of English.** Applications are invited for two tenure-track Assistant Professorships in English Literature (subject to final budget review). Applicants are also welcomed to apply for a tenure-track position in the Department of Francophone Studies. Applicants should have a minimum of a master's appointment at a higher rank. Candidates should have a strong background in English Literature, Francophone Studies, including Shakespeare, Nineteenth-Century or Twentieth-Century French Literature, and/or British, American, Canadian or Commonwealth Literatures. Candidates should also have a strong grounding in Theory. The requirements are: a minimum of a master's appointment to scholarship, and some teaching experience at the post-secondary level. Applicants should submit a curriculum vitae, samples and experience. Applicants should send three copies of their curriculum vitae, samples, and arrange for three letters of reference to be forwarded to Dr. Herbert Gold, Department of English, 3637 University Street, Vancouver, BC V6T 1Z1. Applications must be received by 30 November 1994. In accordance with the University's policy on affirmative action, this advertisement is directed to Canadian citizens and permanent residents. The University welcomes all qualified applicants, especially women, persons with disabilities, and members of visible minority groups.

**UNIVERSITY OF MARYLAND - The Department of English** is accepting applications for a tenure-track position at the rank of Assistant Professor. Applicants should hold a PhD with a specialization in postcolonial literature. Teaching duties will include a range of undergraduate and postgraduate courses. The effective date of appointment is September 1, 1995. In requirements, this advertisement is directed to Canadian citizens and permanent residents. The University encourages applications from black, female, and visible minority groups and women. Applicants should send a curriculum vitae, samples, and arrange for three letters of reference to Dr. W.R. Keck, Chair, Department of English, University of Maryland, Hallux, Nova Scotia B3H 3C3. Deadline for accepting applications is 15 October 1994.

**UNIVERSITY OF TORONTO.** Applications are invited for a tenure-stream position in the Department of English, University of Toronto. Qualifications: a PhD in English Literature or World Literatures in English, especially literatures of Africa and/or the Caribbean, and a minimum of three years of teaching. Candidates qualified to teach, supervise theses, and carry out research in world literatures in English. The University is committed to an adequate teaching (eventually graduate) load, and to the highest standards. Candidates demonstrate clear strength in both, a literary commensurate with qualifications, and a research background in English literature. The College of Arts, University of Toronto, 27 King's College, Department of English, 7 King's College Circle, University of Toronto, 27 King's College Circle, Toronto, Ontario M5S 1A5. Three letters of reference, or dossier, sent directly to department as soon as possible. Applications received after 15 October 1994 are more than twenty-five pages. Applicants must arrive at the University of Toronto arriving after 15 October may be too late. In accordance with Canadian Immigration Law, the University of Toronto is directed to Canadian citizens and permanent residents. The University of Toronto, with its Employment Equity Policy, the University of Toronto encourages applications from all qualified persons, including persons of visible minorities, aboriginal persons and persons with disabilities.

**UNIVERSITY OF TORONTO.** Applications are invited for a tenure-stream position in the Department of English, University of Toronto, the Ontario College Campus. Qualifications: a PhD in English Literature or World Literatures in English, especially literatures of Africa and/or the Caribbean, and a minimum of three years of teaching. Candidates qualified to teach, supervise theses, and carry out research in world literatures in English. The University is committed to an adequate teaching (eventually graduate) load, and to the highest standards. Candidates demonstrate clear strength in both, a literary commensurate with qualifications, and a research background in English literature. The College of Arts, University of Toronto, 27 King's College, Department of English, 7 King's College Circle, University of Toronto, 27 King's College Circle, Toronto, Ontario M5S 1A5. Three letters of reference, or dossier, sent directly to department as soon as possible. Applications received after 15 October 1994 are more than twenty-five pages. Applicants must arrive at the University of Toronto arriving after 15 October may be too late. In accordance with Canadian Immigration Law, the University of Toronto is directed to Canadian citizens and permanent residents. The University of Toronto, with its Employment Equity Policy, the University of Toronto encourages applications from all qualified persons, including persons of visible minorities, aboriginal persons and persons with disabilities.

Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal people and persons with disabilities.

**UNIVERSITY OF TORONTO** - Applications are invited for a tenure-track position, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English, specialization in Middle English literature, especially poetry and prose to 1400. Applications are welcomed from candidates qualified to teach, supervise thesis, and carry out research in Middle English literature. Duties consist of research and undergraduate teaching (eventually graduate teaching). Applicants must demonstrate clear strength in both. Salary commensurate with qualifications. Send application as of, to Professor Brian Groom, Department of English, 77 King's College Circle, University of Toronto, Toronto, Ontario M5S 1A1. Have three letters of reference, or discuss send directly to Department as soon as possible. Include one unwinning sample of no more than twenty-five lines. Appointment commences 1 July 1995. Applications arriving after 7 November may be too late. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

**UNIVERSITY OF WESTERN ONTARIO** - Department of English. The University of Western Ontario, invites applications for two tenure-track positions at the rank of Assistant Professor from 1 July 1995. Salary will be appropriate to qualifications and experience. We sincerely interest in candidates with a demonstrated expertise and interest in one of the following: American Colonial and Nineteenth-Century Literature; Middle English; 1100-1500; Post-Colonial Literature & Theory; Canadian Literature. Expertise in

tenance there would be an asset in any of these areas. The completed R.D. or equivalent, as well as promise and some experience in teaching and research are minimum qualifications; some published work would be advantageous. Send application, dossier or curriculum vitae (including transcripts), and three letters of reference to: Paul Goudet, Chair, Department of English, The University of Western Ontario, London, Ontario N6A 3K7, CAN. FAX: 519/366-0781. Applications must be received by 4 November 1994. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equality, welcoming diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

**ETHICS**

The **MCGILL UNIVERSITY - The McGill Centre for Medicine, Ethics and Law**, at the Montreal General Hospital, invites applications for a position in the field of Psychiatry, Ethics and Law. Please see listing in "Research Psychiatry" for full description.

**FOOD SCIENCE & NUTRITION**

**UNIVERSITY OF ALBERTA - The Department of Food Science and Nutrition** at the University of Alberta invites applications for the position of Assistant/Associate Professor positioned in Clinical Nutrition. Responsibilities for this position include teaching clinical nutrition to senior undergraduate and graduate students, liaising with national and provincial dietetic associations, establishing an

**DEPARTMENT OF  
THERAPEUTICS**

and/or the position of Associate Professor. This academic position has been established and the successful candidate will have extensive knowledge in educational development, graduate training programs, and administration of the Department. The successful candidate will have strong development of research skills and be able to contribute with qualifications to the Associate Professor level and to Departmental activities.

area of specialization, and establishing collaborations with other researchers at the University of Alberta interested in clinical and preventive nutrition. Qualifications include an earned doctorate degree in Human Nutrition or related sciences and postdoctoral experience or an established research program in multidisciplinary nutrition. Teaching and practical experience in the area of clinical nutrition are desirable. Eligibility for membership in the Canadian Dietetic and Alberta Registered Dietitians Associations would be desirable. The Department of Food Science and Nutrition is a newly formed department in the merged faculties of Agriculture & Forestry and Home Economics and offers both undergraduate degrees in Nutrition and Food Science and graduate degrees at both the M.Sc. and Ph.D levels. The incumbent will also enjoy research environment planned by the multidisciplinary Nutrition & Metabolism Research Institute at the University of Alberta, which has the opportunity for cross appointment in other departments, and be provided with laboratory space in association with the Nutrition researchers in the department. Salary will be commensurate with experience at the Assistant/Associate Professor; 1993/94 salary range for Assistant Professor is \$40,338 - \$57,035 and for an Associate Professor, \$46,563 to \$71,725. Appointment will be on a full-time basis. We require administration of department responsibilities in the area of dietetics. Start date of January 1, 1995 or mutually agreeable alternative. In accordance with the employment requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is open until September 30, 1994. Interested applicants should submit an application with their curriculum vitae and indicate their research interests along with pertinent qualifications, their curriculum vitae and the names of three persons who would provide references to: Dr. M.T.



**DALHOUSIE UNIVERSITY**  
**JOHNSTON CHAIR IN BLACK  
CANADIAN STUDIES**

Applications and nominations are invited for the position of James Robinson Johnston Chair in Black Canadian Studies at Dalhousie University.

The position is open to Black persons of diverse academic specializations, in the humanities, social sciences, education or the professions. The incumbent would hold the Chair in a department in one of the several Faculties at Oahouse (e.g. Arts and Social Sciences, Science, Education, Health Professions, Law, etc.). There is no Black Studies programme at Oahouse.

The successful nominee to the Chair should have a record of scholarly achievement, a demonstrated commitment to teaching, an interest in developing university linkages with the Black communities in the region and Canada, and an interest in enhancing the development of scholarship on the role of Black communities in Canada.

The initial term of the appointment as Chair will be one to three years, with reappointment up to a maximum of six years. Reappointment and tenure in an appropriate Faculty, School or Department may be negotiated. Salary and rank will be commensurate with qualifications and experience. The position will be available July 1, 1995.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Oahouse University is committed to employment equity, including affirmative action in all aspects of employment.

Please send applications, nominations or other correspondence to: Dr. Oeorah Hobson, Vice President (Academic and Research), Oahouse University, Halifax, N.S. B3H 4H6. Fax # (902) 494-1658 by November 30, 1994.

length in both. Salary commensurate with qualifications. Send application and c.v. to Professor Brian Cormin, Department of English, 7 King's College Circle, University of Toronto, Toronto, Ontario M5S 1A1. Have three letters of reference as soon as possible. Include one mailing-sample of no more than twenty pages. Appointment commences 1 July 1995. Applications arriving after 15 October may be too late. In accordance with Canadian immigration requirements the advertisement is directed to Canadian citizens and permanent residents of

McGill University, Montreal, Quebec, Canada.

In accordance with the advertisement is directed to residents of Canada for employment of support staff.

**A senior leadership and clinical Medical Oncologist**

The BC Cancer Agency, the University of British Columbia, Vancouver Hospital and Health Sciences Centre (VHHS) are seeking a Medical Oncologist/Physician's Division/Department of Medical Oncology as the academic division within the Department of the University of British Columbia. The position would also include divisional responsibilities for the Vancouver Hospital and Health Sciences Centre. BC Cancer Agency, the organization responsible for the provincial program of cancer control, this position has a dual mandate:

- On the provincial level as Division Chief of Medical Oncology, and reporting to the CEO, the position will primarily focus on the development and integrated strategies for the Organization of care, teaching and research activities at the regional clinics.
- At the Vancouver Clinic, as Departmental Medical Oncology reporting to the Clinic's responsibilities will include the direction and operation of the department, as well as participation in research and academic activities. The Department is staffed by 21 medical oncologists and a full complement of support staff. A full incumbent's time will be devoted to clinical care. The Vancouver Clinic Department Head functions as the Division Head of Medical Oncology at the VHHS and reports to the Head of Department of Medicine of that hospital for the

of Medicine, 3035 Drummond Street,  
G1Y 6J6 by June 1, 1995.

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The Head of Medical Oncology also is responsible for  
the academic leadership within the Department of  
Medicine at U.B.C.

We are seeking a highly accomplished individual with  
clinical practice experience as a medical oncologist in  
several years' research as well as an established  
academic background. Also, of critical importance are  
a visionary approach, strong leadership skills, plus the  
ability to build relationships, manage change processes  
and effectively represent and advance the interests of  
the Division and the organizations noted.

Applicants must be eligible for licensure by the British  
Columbia College of Physicians & Surgeons and an  
appropriate academic appointment (Professor or  
Associate Professor) at the University of British  
Columbia.

In accordance with Canada Employment and Immigration  
requirements, preference will be given to Canadian  
citizens and permanent residents of Canada.

Please direct your curriculum vitae and the  
names of three references by October 7, 1994  
to: Dr. D. Carlow  
Chief Executive Officer  
British Columbia Cancer Agency  
600 West 10th Avenue  
Vancouver, B.C. V5Z 4E6;  
fax (604) 877-6037.

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Claudin, Chair, Department of Food Science & Nutrition, McGill University, 3700 Avenue McGill College, Montreal, QC H3A 2K4. The University of Alberta, Edmonton, Alberta, Canada T6G 2G6. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

## GEOGRAPHY

**McGILL UNIVERSITY - Department of Geography** invites applications for a tenure-track Assistant Professor position in Human Geography beginning January 1, 1995. The individual should have expertise in social urban geography and have proven research interests in urban and regional studies. The Department has a strong undergraduate and research program in urban and environmental studies. Must include \$2000 GDN. Closing date for applications is November 1, 1994. Send letters of inquiry or application (including names of referees) to: Dr. Robert J. Johnston, Department of Geography, McGill University, 805 Sherbrooke St. West, Montreal, Quebec H3A 2K6. Tel: 514-398-4122; Fax: 514-398-4123. E-mail: [McGillGeo@Geo.Mcgill.Ca](mailto:McGillGeo@Geo.Mcgill.Ca). In accordance with the University's employment requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is committed to equity in employment.

## GERMAN

**UNIVERSITY OF BRITISH COLUMBIA - The Department of German Studies** at the University of British Columbia is inviting applications for a tenure-track position at the Assistant Professor level. Applicants must have a PhD in German literature. The successful candidate is expected to teach the German language and have demonstrated research ability in the contemporary German language and literature. The position is in interdisciplinary studies (e.g. cultural history, gender studies, ethnic studies). Salary will include a teaching assistant stipend and graduate literature courses, and undergraduate language courses. Starting date: 1 July 1995. The position is subject to final budgetary approval and, in accordance with the University's employment requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Salary will be commensurate with professional experience. Applications must be received by December 1, 1994. Applicants should arrange to have three letters of reference sent and should themselves send a c.v., a summary of research interests and copies of publications to Dr. Edward Morris, Head, Department of German Studies, University of British Columbia, Vancouver, BC V6T 1Z1.

**UNIVERSITY OF WESTERN ONTARIO - German.** The Department of Modern Languages and Literatures, The University of Western Ontario, hopes to fill a full-time position of Assistant Professor with an area of competence in Modern German Literature, preferably in the XXth century. The position is available January 1, 1995. Applicants must have a PhD with native or near native command of both German and English. The University level teaching experience, firm research commitment as well as the desire and ability to carry out administrative and other collegial responsibilities with the Department. An interest in Comparative Literature is desirable since the candidate may also be involved in the Western Literature and Civilization program of the Department. This appointment will be a three-year term of tenure-track position, depending upon the applicant's qualifications. Salary commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. Deadline for application: January 15, 1995. Send curriculum vitae and three letters of reference to: Dr. Martin G. Chair, Modern Languages and Literatures, University College, The University of Western Ontario, London, Ontario, Canada N6A 3K7. (Fax: 519-661-3640). Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

## HEALTH STUDIES & GERONTOLOGY

**UNIVERSITY OF WATERLOO - Health Studies and Gerontology.** The Department of Health Studies and Gerontology is an interdisciplinary department uniquely integrating biological and behavioural sciences in the study of disease prevention, health promotion, and aging. It has established B.Sc., M.A., and PhD programs. Opportunities exist for the development of collaborative activities across the university and with external health agencies. The department has a tenure-track opening for a behavioural or social scientist with strong interests in population health and health promotion. Of particular interest are individuals with a research focus on community-based health behaviour change. An interest in aging would be an asset. Applicants must have a PhD or equivalent and a demonstrated commitment to both funded research and teaching. An appointment at the rank of Assistant or Associate Professor is anticipated. The successful candidate may be considered at a more senior level. Expected starting date is July 1, 1995. Send curriculum vitae and three letters of reference by October 17, 1994 to: Dr. Roy Cameron, Faculty Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario N2L 2G1, Canada. The availability of this position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, aboriginal people, and persons with disabilities.

## HISTORY

**THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA** is a new Canadian university located in Prince George, BC, population 72,000, and scheduled to open in September of 1994. We are currently inviting applications for a position in the History Program in the History of the Pacific with an emphasis on culture contact or evidence of scholarly accomplishment and be committed to excellence in teaching, interdisciplinary studies and distance education. This appointment will commence July 1, 1995 and is subject to budgetary approval. Salary and salary will be fully approved.

subject to your qualifications. Please forward your resume and the names and addresses of three referees to: Robin Fisher, Chair of History, University of Northern British Columbia, 333 University Way, Prince George, BC V2N 4Z5. Applicants should quote the position No. 84-BS. Applications received before October 30, 1994, will be given priority. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

## HISTORY OF SCIENCE

**UNIVERSITY OF TORONTO - The Institute for the History and Philosophy of Science and Technology, University of Toronto** invites applications for a full-time tenure stream position at the rank of Associate or senior Assistant Professor in the history of physics and the exact sciences, beginning 1 July 1995 - subject to budgetary approval. The Institute has M.A. and PhD programs, as well as undergraduate programs, and is also a centre for research. Candidates should be qualified to undertake graduate teaching responsibilities including graduate seminars and supervision of doctoral dissertations, to teach undergraduates, and to conduct their own research. They should have proven excellence in research as demonstrated by publication, and in teaching. The salary range for Professors begins at \$46,600. Applications should be sent to the Chair, Search Committee, Institute for the History and Philosophy of Science and Technology, Room 516, Victoria College, 73 Queen's Park Cres. E., University of Toronto, Toronto M5S 1K7. Applicants should enclose a c.v., the names and addresses of three referees, copies of recent major publications, and a brief account of current research. Closing date: 3 October 1994. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

## INFECTIOUS DISEASES

**UNIVERSITY OF MANITOBA - The St. Boniface General Hospital and the Department of Internal Medicine, Univer-**

sity of Manitoba are recruiting a hospital Section Head of Infectious Diseases, based at St. Boniface General Hospital. This would be a CPE contingent appointment with a cross-appointment in the Department of Medical Microbiology. The Section has an active inpatient and ambulatory consultation service and is responsible for the Infectious Diseases in the hospital. The Hospital Section is integrated with the University Section and Department of Medical Microbiology by participating actively in Undergraduate and Postgraduate teaching, research, seminars, internships and fellows. Active research in urinary infection, sexually transmitted diseases and the pathogenesis of pneumonia is carried out by section members. An active HIV Program is also managed within the Section. It is expected that the individual will carry out independently funded research in addition to their teaching and leadership responsibilities. The academic rank will be Associate Professor or Professor as appropriate. In addition to the availability of space there is opportunity for recruiting junior faculty members to the program. Candidates must have senior specialty qualifications in Internal Medicine in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Successful candidates will be encouraged to the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. The University and St. Boniface Hospital offers a smoke-free environment save for specially designated areas. In accordance with Canadian Immigration requirements, it's advertisement is directed to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and a list of publications, as well as the names of three referees to: Dr. Elizabeth Anne Cowden, Head, Department of Internal Medicine, St. Boniface General Hospital, 405 Tache Avenue, Winnipeg, Manitoba R2H 2A6. Deadline for receipt of applications is November 15, 1994.

## LAW

**McGILL UNIVERSITY - The McGill Centre for Medicine, Ethics and Law, of McGill University, Montreal**, invites applications for a position in the field of Psychology, Ethics and Law. Please see listing under Psychiatry for full advertisement.

## LINGUISTIQUE

**UNIVERSITÉ LAVAL - Le Département de langue et linguistique de la Faculté des lettres de l'Université Laval** ouvre un concours pour un poste de professeur-chercheur en linguistique informaticque. Poste à temps complet. Ode d'entrée en fonction le 31 décembre 1994. Doctorat en linguistique, avec spécialisation en linguistique informaticque. Enseignement de cours au 1er et au 2e et 3e cycles en linguistique informaticque. Qualifications requises: maîtrise de la discipline de la linguistique, systèmes d'exploitation, logiciels de base: algorithmique, stockage, organisation et traitement de l'information, gestion et exploitation de l'information textuelle: introduction à l'intelligence artificielle, notions théoriques (langages, grammaires, réseaux et automates); analyseurs et générateurs; langages de programmation; recherche et encadrement d'étudiants, étudiantes de 2e et 3e cycles dans le domaine. Supervision d'activités et contribution au développement du domaine. Expérience de l'enseignement de la linguistique informaticque au niveau universitaire. Expérience de la recherche universitaire soutenue. Dossier de publications, connaissance de langages de programmation, aptitudes au travail en équipe et capacité d'établir des contacts avec le milieu informaticque. Excellente connaissance des français. Conditions d'emploi: collective en vigueur à l'Université Laval et le Syndicat des professeurs et des professeurs de l'Université Laval. Exemple de principes de publications: ainsi que le nom, l'adresse de trois référents. Références: Dr. J. G. Schiavone, Université Laval, 1000 Avenue de la Médecine, 2e étage, Québec, Québec G1V 0A6, Canada. Date de clôture: le 30 septembre 1994.

## MANAGEMENT

**UNIVERSITY OF TORONTO - Faculty of Management, Erindale Campus, 1 University of Toronto, Faculty of Management of the Erindale Campus, invites**

applications for a tenure-stream position in Marketing at the level of Assistant Professor, beginning July 1, 1995. 2. Demonstrated excellence in research and teaching is sought. Candidates should have a PhD on appointment (or soon thereafter). 3. The successful candidate will teach undergraduate courses at the Erindale Campus of the University of Toronto, and graduate courses at the St. George Campus. 4. Salary Range \$32,000 - \$65,000. 5. Candidates should send a current curriculum vitae, teaching portfolio and a statement of teaching specializations and research interests, plus

the names of three referees to Professor J. Mintz, Faculty of Management, University of Toronto, 246 Bloor Street West, Room 321, Toronto, Ontario M5S 1V4. 6. Closing date for receipt of applications is October 31, 1994. 7. In accordance with Canadian Immigration requirements, this advertisement is first directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.



## WOMEN AND DEVELOPMENT FACULTY FELLOWSHIPS

The Shastri Indo-Canadian Institute will award two fellowships to established Canadian scholars in the humanities or the social sciences for research and related activities in India to be undertaken over a four-month period in the academic year 1995-1996. The value of the fellowship includes round-trip excursion airfare between Canada and India, up to \$1,000 for research-related travel within India, and up to \$1,365 p.m. for living expenses. Fellowship awards are subject to approval by the Government of India.

Eligibility: Applicants must i) be Canadian citizens or landed immigrants, ii) hold a full or part-time appointment in a Canadian institution of higher education and, iii) have an established record of teaching and/or research in the field of Women and Development.

Application Procedure: Application forms and guidelines are available from: Shastri Indo-Canadian Institute, 2500 University Drive N.W., Calgary, AB, T2N 1N4; (403) 220-3820 (T); (403) 289-0100 (F).

Deadline for receipt of applications is 30 November 1994.

# L'Université Concordia est à la recherche d'un Vice-recteur ou d'une Vice-rectrice à l'enseignement et à la recherche

L'Université Concordia est à la recherche d'un vice-recteur ou d'une vice-rectrice à l'enseignement et à la recherche. Il s'agit d'un mandat de cinq ans, renouvelable par suite d'un recrutement général, qui prendrait effet le plus tôt possible.

L'une des plus grandes universités urbaines du Canada, l'Université Concordia accueille 26 000 étudiants et étudiantes réguliers et à temps partiel sur ses deux campus, l'un au centre-ville (Sir George Williams), et l'autre, dans l'ouest de la ville (Loyola). Le transport gratuit entre les deux campus est assuré par un service de navette.

L'Université offre plus de 160 programmes de 1er, 2e et 3e cycles par l'intermédiaire de quatre facultés: Arts et sciences, Commerce et administration, Génie et informatique, Beaux-arts ainsi que par l'École des études supérieures.

Après le recteur, dont il relève, le vice-recteur à l'enseignement et à la recherche occupe le poste le plus important de l'Université. Il a sous son autorité directe les personnes suivantes: les doyens et doyennes des quatre facultés et de l'École des études supérieures; les deux vice-recteurs associés à l'enseignement et à la recherche, l'un aux programmes et à la planification, l'autre à la recherche; la directrice du Centre des étudiants adultes; la directrice du Service de la recherche; le directeur de l'Éducation permanente;

la directrice du personnel enseignant; le directeur de l'Institut d'enseignement coopératif; le directeur du Conseil de coopération universitaire internationale; le directeur du Centre de perfectionnement de l'apprentissage; le directeur de l'enseignement hors campus; le directeur du Conseil des programmes de formation des maîtres; la directrice du Centre Lacolle et le coordonnateur de la certification des maîtres.

La personne titulaire est responsable de la bonne administration des activités de l'Université touchant les programmes, la recherche et l'enseignement. Elle doit: faire preuve de leadership, notamment dans la planification et l'élaboration des politiques d'enseignement et de recherche; jouer un rôle de premier plan au sein de l'administration supérieure de l'Université; cautionner l'excellence et l'innovation dans l'enseignement et la recherche et créer un climat favorable à l'innovation dans ces activités; favoriser les programmes multidisciplinaires et interdisciplinaires; encourager la prestation constante de services de grande qualité aux étudiants; coordonner la planification des activités d'enseignement et de recherche et en assurer la mise en place ainsi que le suivi.

Il lui est demandé d'avoir l'expérience de l'enseignement, de la recherche et de l'administration en milieu universitaire;

de posséder un dossier universitaire de tout premier ordre; de posséder une connaissance approfondie du régime universitaire au Canada et au Québec; d'avoir l'expérience de la gestion aux échelons supérieurs dans un contexte syndical; d'avoir un excellent sens de la concertation et de la communication; d'être en mesure d'intervenir activement en français et en anglais au cours de rencontres et de discussions diverses.

Les offres de service et mises en candidature accompagnées des renseignements biographiques pertinents doivent parvenir au plus tard le 14 octobre 1994 à:

Soeur Eileen McIlwaine, présidente Comité consultatif de sélection du vice-recteur à l'enseignement et à la recherche a/s Secrétaire général, BC-127 Université Concordia 1455, boul. de Maisonneuve ouest Montréal (Québec) H3G 1M8

Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Les candidatures et mises en candidature seront traitées dans la plus stricte confidentialité.

L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.



UNIVERSITÉ  
Concordia

ON VOUS PRÉPARE POUR LE MONDE

## MARKETING

**SAINT MARY'S UNIVERSITY** - Department of Marketing. Applications are invited for a term position with the possibility of conversion to a full-time position. The position involves planning, developing, and implementing marketing programs for the University. The successful candidate will be responsible for the development and implementation of marketing programs for the University. The position is a full-time position with a salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. The University is an equal opportunity employer. Applications should be forwarded to Dr. Van Esch, Department of Marketing, Saint Mary's University, Halifax, NS, B3H 3C3. Deadline for applications is December 15, 1994.

**UNIVERSITY OF WESTERN ONTARIO** - Western Business School is Canada's premier business school, recognized worldwide for the quality of our management education. The School's major activities include a highly regarded program, a small and selective undergraduate program, a well-established research program, and a strong commitment to management, as well as an expanding portfolio of programs for managers, including a newly established Executive MBA program. The School is internationally oriented in terms of curriculum, student exchanges, and is an additional base for the Journal of International Business Strategy. The School's research is used extensively. However, different methods and pedagogical innovation are encouraged. Excellence in teaching and research development is highly valued. The School supports faculty research dealing with issues of international relevance to practicing managers. Our faculty is colorful and engaging, interested in interdisciplinary investigation as well as independent inquiry. We are located in London, Ontario, a community of 300,000, a short distance from Toronto and Detroit. Our Executive MBA faculty is situated in Master's lounge, just outside Toronto. Research air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with the equivalent of 26,000 full-time students. One and a half percent of the University's tenure track positions in Marketing are available to begin in September 1995 or January 1996. Although we are open to terms of teaching interests, a strong commitment to the practice of management is required. The positions are suitable for recent doctoral graduates, but we also encourage early career individuals to apply, in confidence. All positions are subject to budget approval. In accordance with Canadian immigration requirements, positions, prior to being given to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal people and persons with disabilities. Applicants should send their curriculum vitae to Professor Ken Hardy, Western Business School, The University of Western Ontario, London, Canada N6A 3K7. Professors Hardy, Ryans, and Vandenberg will be interviewing suitable candidates at the AMA Summer Education Conference. Interviews can be arranged through Professor Hardy.

## MATHEMATICS & STATISTICS

**THE UNIVERSITY OF NEW BRUNSWICK, Fredericton** - Department of Mathematics and Statistics. Invites applications for a tenure-track position at the Assistant-Professor level, effective July 1, 1995. Candidates are expected to have a Ph.D. in mathematics or statistics, and to have a commitment to teaching and research. The field of expertise is open, subject to the criterion that preference will be given to candidates whose expertise could enable them to collaborate on research with at least one current member of the Department. Salary will depend on the candidate's qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applications together with CV and letters of reference should be sent to: Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 3A3; e-mail: jon@math.unb.ca. The deadline for receipt of applications is November 15, 1994.

## MEDICAL MICROBIOLOGY

**UNIVERSITY OF MANITOBA** - The Department of Medical Microbiology, University of Manitoba, invites applications for a tenure track position at the rank of Assistant Professor beginning after January 1, 1995. Appointment is subject to final budgetary approval. The successful candidate will have a Ph.D. and/or M.D. degree and will have research experience and a superb publication record in the area of molecular immunology and immune recognition. Advanced skills in molecular biology and peptide chemistry are essential. Duties include the establishment of an active independently funded research program in the area of microbial virulence and immunopathogenesis, and participation in undergraduate medical and graduate teaching programs. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free work environment and a specially designated area. This advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Robert Brunham at (204)789-3524 or fax (204)789-3253. The closing date for receipt of applications is November 15, 1994.

**THE UNIVERSITY OF CALGARY** - Department of Microbiology & Infectious Diseases and the Foothills Hospital invite applications for a full-time academic position as Medical Microbiologist at the Provincial Laboratory of Public Health for Southern Alberta, which operates in conjunction with the Department of Microbiology & Infectious Diseases of Foothills

Hospital, southern Alberta's university hospital and a leading research centre. Responsibilities include supervision of a regional virology laboratory strongly committed to service, teaching, and clinical and laboratory research. Qualifications include an MD with certification in Medical Microbiology, as well as administrative, organizational and communication skills to effectively maintain service requirements and interact with service users. Capability to conduct and coordinate ongoing research studies is essential. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to employment equity. Please forward a curriculum vitae and the names and addresses of three referees by October 31, 1994, to: Dr. O.E. Woods, Head, Department of Microbiology & Infectious Diseases, The University of Calgary, 3330 Hospital Drive N.W., Calgary, Alberta, Canada T2N 4N1.

## MEDICINE

**THE UNIVERSITY OF MANITOBA**, Department of Internal Medicine, is searching for a Head of the Section of Endocrinology & Metabolism. The responsibilities shall include the coordination of clinical services between the major teaching hospitals, the Health Sciences Centre and the St. Boniface General Hospital as well as recruitment, organization and supervision of undergraduate medical education and postgraduate training. This incumbent shall foster research initiatives and candidates should have an established reputation in clinical endocrinology and research, a strong academic background, and a commitment to the University of Manitoba. The position is a full-time tenure-track position at the rank of Associate Professor/Professor, depending on experience and qualifications. The candidates must have senior specialty qualifications in Endocrinology & Metabolism in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba or the Royal College of Physicians and Surgeons of Canada. The University of Manitoba invites applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please forward applications to: Dr. A. Angel, H.E. Sales Professor and Chairman, Department of Internal Medicine, Room 430 Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba R3A 1R9. Closing date for receipt of applications is October 15, 1994.

**UNIVERSITY OF TORONTO** - The Faculty of Medicine at the University of Toronto is seeking a Director of its Centre for Research in Neurodegenerative Diseases. The Centre has nine independent investigators currently carrying out basic and clinical research related to Alzheimer's and other neurodegenerative diseases. The Centre occupies 15,000 square feet of newly renovated laboratory and office space. The Director is responsible for the operation of the Centre including the recruitment of investigators. Candidates should have an active basic or clinical research program, relevant to neurodegenerative diseases, a strong record of scholarly achievement, leadership qualities and administrative skills. The successful applicant will be given a full-time academic appointment, as Associate Professor or Professor, in an appropriate department of the Faculty of Medicine. Applications should be sent to: Dr. Arnie Aberman, Dean, Faculty of Medicine, University of Toronto, Room 2109,

Medical Sciences Building, 1 King's College Circle, Toronto, Ontario M5S 1A8, FAX: (416) 978-1774. Applicants should enclose a current curriculum vitae. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is October 14, 1994.

**UNIVERSITY OF BRITISH COLUMBIA** - Department of Medicine. The University of British Columbia together with the B.C. Rehabilitation Society is seeking an academic general internist to join the Division of General Internal Medicine. The successful candidate for this grant-funded track position at the Assistant or Associate Professor rank will have research, clinical and teaching responsibility at S.F.T.E. at B.C. Rehab. The remainder of time will be spent in clinical care teaching

programs for medical students and post-graduate trainees in the Department of Medicine. The candidate will participate in clinical teaching units, pre-operative consultation and outpatient care in the Department of Medicine. Excellent clinical skills are essential. An interest in chronic disease, long-term physical disability and pulmonary medicine would be beneficial. An FRCP(C) or equivalent is a prerequisite for this position. This position will begin Nov. 1, 1994 or as soon as possible after Nov. 1, 1994. Salary will be commensurate with qualifications and experience. Please submit a letter of application, a CV, a statement of areas of expertise and a list of references. The names of three referees no later than Oct. 1994 to: Prof. G.B. John Manlitt, Head, UBC Department of Medicine, Vancouver Hospital - Health Sciences Centre, UBC Site, 2211 Westbrook Mall, Vancouver, BC V6T 1Z3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens

and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. **THE UNIVERSITY OF BRITISH COLUMBIA** - Faculty of Medicine, School of Rehabilitation Sciences. The School of Rehabilitation Sciences offers baccalaureate degrees in Occupational Therapy and Physical Therapy, and a master's degree in Rehabilitation Sciences. Applications are invited for tenure track positions at the rank of Assistant or Associate Professor, depending on qualifications and experience. Candidates should have a doctoral degree, be enthusiastic teachers, and demonstrate potential to develop a rigorous research program related to rehabilitation sciences. Current faculty research interests support the three areas of concentration in the graduate program: Chronic Illness and Disability, Cardiorespiratory and Motor Performance, and Neurological and Neurological Conditions. Salary will be commensurate with qualifications.

## MEMORIAL UNIVERSITY OF NEWFOUNDLAND CIVIL ENGINEERING

Applications are invited for a tenure track faculty position at the rank of Assistant or Associate Professor in Construction/Project Management commencing January 1995. Salary will be commensurate with qualifications and experience.

Applicants should hold a basic degree in Civil or Construction Engineering, have a Ph.D. or a Master's degree with appropriate professional experience and should be eligible for registration as a Professional Engineer in Newfoundland. The successful candidate will be expected to teach graduate and undergraduate courses, conduct research, and supervise graduate students. Candidates with research or management experience in environmental/municipal/transportation projects will be preferred.

The Faculty of Engineering and Applied Science at Memorial University has well established co-operative undergraduate and active graduate programs in the major disciplines. There are research and graduate programs in all areas of civil engineering.

Applicants should send a curriculum vitae with the names of at least three referees and three representative publications to:

Dr. R. Seshadri, Dean  
Faculty of Engineering and Applied Science  
Memorial University of Newfoundland  
St. John's, Newfoundland, Canada, A1B 3X5  
REFERENCE: CIV-94-01  
Fax #1: (709) 737-4042

The closing date for applications is October 15, 1994.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND IS COMMITTED TO EMPLOYMENT EQUITY.

# Concordia University is seeking a Vice-Rector, Academic

Concordia University is seeking to appoint a Vice-Rector, Academic. This appointment is for a five-year term, is renewable upon an open search and would commence as soon as is feasible.

Concordia is one of the largest urban universities in Canada with 26,000 full and part-time students on two campuses, one downtown (Sir George Williams), the other at the West end of the city (Loyola). A shuttle bus service provides free transportation between the two sites.

The University provides more than 160 undergraduate and graduate programmes through its four Faculties (the Faculty of Arts and Science, the Faculty of Commerce and Administration, the Faculty of Engineering and Computer Science and the Faculty of Fine Arts) and its School of Graduate Studies.

The Vice-Rector, Academic, who reports to the Rector, is, after the Rector, the senior academic officer of the University. The following positions report to the Vice-Rector, Academic: the Deans of the four Faculties and the School of Graduate Studies, the two Associate Vice-Rectors, Academic (Curriculum and Planning) and (Research), the Director of the Centre for Mature Students, the Director, Office of Research Services, the Director of Continuing Education, the

Director of Faculty Personnel, the Principal, Institute for Co-Operative Education, the Director of the Centre for International Academic Cooperation, the Director of the Learning Development Centre, the Director of Off-Campus Education, the Director of the Council of Teacher Education Programmes, the Director of the Lacolle Centre and the Co-ordinator of Teacher Training Certification.

The Vice-Rector, Academic, is responsible for the effective administration of the academic aspects of the University's activities - curriculum, research and teaching. The Vice-Rector, Academic, is expected to: exercise academic leadership, such as in the development of academic plans and policies; function as a key member of the senior administrative team of the University; support excellence and integrity in teaching and research and foster a climate that encourages the pursuit of innovation in these activities; encourage the development of multidisciplinary and interdisciplinary programmes; encourage the ongoing development and provisions of high-quality services to students; and oversee the academic planning process, and ensure effective implementation and follow-up of that process.

Candidates should possess a background in university teaching, research and administration; a record of distinguished scholarly achievement; a sound understanding of the university system in Canada and in Quebec; prior administrative experience at a senior level within a collective bargaining environment; the ability to consult and communicate effectively, and the ability to participate actively in meetings and discussions in French and English.

Applications and nominations, with biographical information, should be sent by 14 October 1994 to: Sister Eileen McIlwaine, Chair, Advisory Search Committee for the Vice-Rector, Academic, c/o Office of the Secretary-General, BC-127 Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured.

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.



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calions, and is subject to final budgetary approval. The starting date may be January 1 or July 1, 1995. Applications for applications is October 14, 1994, which candidates are encouraged to submit. Positions include: Neurosciences - The teaching responsibility will have primary and neurophysiology for undergraduate students. This appointment is an associate status in the Department of Physiology, for suitably qualified candidates. Physical Therapists - The position will be given to candidates with demonstrated administrative skills and interests in assuming the role of Head of the Department of Physical Therapy. Other candidates with experience in musculoskeletal rehabilitation or neurorehabilitation are encouraged to apply. Occupational Therapists - Preference will be given to candidates with teaching and research records that support one of the three areas of concentration in the graduate program. Candidates contribute to undergraduate teaching in occupational therapy. Candidates with demonstrated administrative skills and interest in assuming the role of Head of the Department of Occupational Therapy are encouraged to apply. Harold S. Robinson Chair in Arthritis Diseases - An endowed position from The Arthritis Society has enabled the School to establish a Chair in Arthritis Diseases, with the intent of promoting research in arthritis rehabilitation. This is predominantly a research-oriented position, with limited teaching responsibilities in graduate, undergraduate and continuing education programs in keeping with the mandate of the Chair. The successful candidate will have a doctoral degree, a background in occupational therapy or physical therapy, proven research skills, and be prepared to develop an independent research program related to joint disease and rehabilitation. This tenure track appointment as Assistant or Associate Professor is subject to normal terms and conditions. Salary and rank will be commensurate with qualifications and experience. The Harold S. Robinson Chair appointment may be held for up to five (5) years, renewable thereafter. Applications, including a curriculum vitae, selected reprints, a statement of research interests and the names of three referees should be sent to: Dr. A. Belcastro, Director, The University of British Columbia, School of Rehabilitation Sciences, T325-2211 Westbrook Mall, Vancouver, BC V6T 2B5; ph: 604-822-7414; fax: 604-822-7524. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

**UNIVERSITY OF ALBERTA - Associate/Assistant Professor:** The Department of Anatomy and Cell Biology in the Faculty of Medicine at the University of Alberta invites applications for a position as Assistant/Associate Professor to investigate modern biological questions using cellular/molecular approaches. Salary range: \$40,000 - \$75,000 per year, plus comprehensive benefits. Applicants should have proven records of research achievement and will be eligible for funding by the Alberta Heritage Foundation for Medical Research. The successful candidate will be expected to carry on an independent research program, but will also have the opportunity for collaborative interactions with several interdisciplinary research groups within the University. A contribution to the department's teaching program will also be expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a curriculum vitae, statement of research interests, and ask three referees to send letters to: Dr. Richard Rachubinski, Professor and Chair, Anatomy and Cell Biology, University of Alberta, Edmonton, Alberta, Canada T6G 2H7. Deadline for receipt of applications is December 6, 1994. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

**UNIVERSITY OF BRITISH COLUMBIA - Department of Medicine:** The University of British Columbia invites applications for an academic position as Head of the Division of Neurology, Department of Medicine. The successful candidate will have an FRCP or equivalent in Neurology, a strong academic background, solid administrative experience, and a distinguished record in research and teaching. Credentials should be in keeping with an appointment of the Professor or Associate Professor level. This is a grant tenure-track position beginning July 1, 1995. Please submit a letter of application, curriculum vitae, and CV no later than September 30, 1994 to: Dr. G.B.J. Mancini, Eric W. Hamner Professor and Head, Department of Medicine, University of British Columbia, Vancouver Hospital Health Sciences Centre, 910 W. 10th Ave., Vancouver, BC V6Z 4E3. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

**THE UNIVERSITY OF BRITISH COLUMBIA AND ST. PAUL'S HOSPITAL** invite applications for the position of a chair in AIDS research. This is a grant tenure-track position in the area of research in biological and epidemiological aspects of AIDS. An MD, PhD, or MD/PhD is a prerequisite for this position. Candidates will have demonstrated expertise and be willing to work in a vigorous research program in an interactive environment with other disciplines. The successful candidate will be responsible for the management and ongoing development of AIDS research conducted at St. Paul's Hospital and the University of British Columbia. This will involve close interaction with the St. Paul's HIV Disease Prevention and Control Center for Excellence in HIV/AIDS and the Canadian HIV Trials Network, all of which are situated in St. Paul's Hospital, an active 561 bed tertiary care teaching hospital located in downtown Vancouver. It is anticipated that this position will be available January 1, 1995. Salary and academic rank will be commensurate with qualifications and experience. Please send a letter of application, a CV, a statement of areas of expertise and a statement of the names of three referees no later than October 30, 1994 to: Dr. James C. Hoyle, MD, PhD, Chair, Search Committee for the Chair in AIDS Research, University of British Columbia, St. Paul's Hospital, 1081 Burrard Ave., Vancouver, BC V6Z 1V6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC and St. Paul's Hospital welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

**UNIVERSITY OF SASKATCHEWAN - HEMATOLOGY:** The Department of Medicine, College of Medicine, University of Saskatchewan, invites applications for an academic full-time position in Hematology, primarily based at Royal University Hospital, Saskatoon (one of the facilities of the Saskatchewan District Health Board). Responsibilities include teaching and patient care. An interest in clinical research and general internal medicine would be an asset. Candidates should have FRCP certification in internal medicine and hematology and be eligible for licensure in the province of Saskatchewan. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of Saskatchewan is committed to employment equity. Please send application, with curriculum vitae, and names of three referees to: Dr. D.J. Cotton, Chairman, Department of Medicine, University of Saskatchewan, Saskatoon, Canada S7N 0W0. The deadline for replies is November 15, 1994.

**UNIVERSITY OF WESTERN ONTARIO:** The Academic Health Centre of London offers the challenge of leadership in the Care of the Elderly. We seek an academic geriatrician or gerontologist with practical experience to coordinate the development of education, research and service programs which serve the needs of the people of London and Southwestern Ontario. This pivotal leadership position is supported by the Faculties of Kinesiology and Medicine of The University of Western Ontario, St. Joseph's Health Centre, Parkwood Hospital and The Centre for Activity and Ageing. At The University of Western Ontario educational programs in undergraduate, graduate and postgraduate programs lead to the M.D. degree; certification in Family Medicine, Internal Medicine and its sub-specialties including Geriatric Medicine; fellowship in Geriatrics and Psychogeriatrics, and

graduate degrees in Kinesiology. Research is focused on a wide range of basic and applied studies with special interests in Osteoporosis, Urinary Incontinence, Alzheimer's Disease, improving physical potential of the Elderly, and providing the Elderly with increased opportunity for involvement in decision making about health care. Multidisciplinary programs at St. Joseph's Health Centre include Long Term Care Units, Ambulatory Care, Geriatric Assessment, Geriatric Rehabilitation Unit, Consulting Clinics, Day Hospital, Conference Program, and Chronic and Long Term Care beds. Two institutions and the University are partners in a Regional Geriatric Program, which includes an Acute Assessment Unit and Outreach Teams. The Centre for Activity and Ageing is a cooperative venture between the Faculties of Kinesiology and Medicine of The University of Western Ontario and the Lawson Research

Institute of St. Joseph's Health Centre. The acceptable applicant will have advanced academic qualifications in his degree or equivalent or certification of the Royal College of Physicians and Surgeons of Canada or a certification of the College of Family Physicians of Canada. Proven leadership in directing and coordinating multidisciplinary programs fulfilling academic and service requirements in the field of geriatrics is desirable. A record of achievement in at least two of research (basic or applied), education, service or administration related to Care of the Elderly and a breadth of experience involving all four is expected. An academic appointment will be arranged in the appropriate University department. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the

workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Reply in confidence with letter and curriculum vitae to the Chair of the Search Committee, Dr. Brian Hennan, Room K101, Kresge Building, The University of Western Ontario, London, Ontario, Canada N6A 5C1, by September 30, 1994.

#### MICROBIOLOGY

**UNIVERSITY OF BRITISH COLUMBIA - Associate Director for the West-East Centre:** The West-East Centre (WEC) is a collaborative venture between the National University of Singapore and the University of British Columbia. WEC is associated with the Department of Microbiology and Immunology and is directed by Dr. Julian Davies. Its goals are to investigate microbial diversity and its molecular diversity using novel approaches. The Associate Director would be respon-

## DEAN, FACULTY OF HUMANITIES

**BROCK UNIVERSITY** invites nominations and applications for the position of Dean, Faculty of Humanities, effective July 1, 1995.

The Faculty of Humanities includes some 112 faculty and staff members and the teaching of approximately 1670 full-time equivalent students.

The Faculty consists of the following Departments and Programs: Applied Language Studies; Canadian Studies; Classics; English Language and Literature; Film Studies; Dramatic and Visual Arts; French, Italian and Spanish; Germanic and Slavic Studies; History; Liberal Studies; Music; and Philosophy. In addition, the Dean is responsible for The Centre for the Arts.

The University seeks an individual with an established record of academic achievement and proven administrative experience to provide leadership in a Faculty where teaching and scholarship are equally valued.

The Faculty is one of six Faculties at Brock and part of a university with a total full-time equivalent student enrolment of 8,600 and 830 faculty and staff members.

Brock University is committed to the principles of equity in employment and encourages applications from all qualified persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Nominations and/or letters of application to be submitted together with a curriculum vitae and the names of three referees in confidence to:



Dr. Susan M. Clark  
Vice-President, Academic  
Brock University  
St. Catharines, Ontario  
L2S 3A1

The closing date for the receipt of applications is **October 14, 1994.**

## THE UNIVERSITY OF BRITISH COLUMBIA

### The Centre for Biodiversity Research



#### DIRECTOR

The University of British Columbia invites applications for the position of Director of the newly established Centre. Appointment will be at the Associate or Full Professor level in an appropriate Department. Salary will be commensurate with experience.

The Centre of Biodiversity Research, an interdisciplinary research unit in the Faculty of Science, brings together faculty with biodiversity research interests, and will focus on the development of comprehensive and rigorous theories for evaluating and conserving the earth's biological resources. Subsidiary objectives are centred around the development of new methods for biodiversity inventory and monitoring, and the development of new taxonomic data. The Director will be expected to promote and foster these objectives, and develop an internationally relevant collaborative program in biodiversity, and thus is expected to have had wide experience in one or more appropriate fields, and an international reputation in biodiversity. All areas of biodiversity research will be considered, applicants with experience and expertise in botanical systematics with interest in the application of molecular techniques will receive preferential consideration. The appointee will be expected to develop a strong research program and teach in appropriate graduate and undergraduate courses. Starting date will be July 1, 1995, subject to final budgetary approval.

There are over 50 faculty members at the University of British Columbia with interests in biodiversity research. Approximate equal strength is present in the Molecular/Genetic group, the Biological elements group and the two subgroups (Ecosystem scale research and Population research) within the Ecological resources group. The University has extensive systematic collections in both botany and zoology relevant to this biodiversity initiative. Planning is underway for new laboratory and office space for the Centre.

Curriculum vitae, the names of three referees, and a brief outline of expertise and research interests should be submitted to:

Dr. G.G.E. Scudder, Interim Director  
Centre for Biodiversity Research  
Faculty of Science  
The University of British Columbia  
6270 University Boulevard, Room #1505  
Vancouver, BC V6T 1Z4 / Canada  
Fax: 604-822-5558

Closing date for applications is **October 1, 1994.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

# Concordia University is seeking a Dean of Commerce and Administration

This appointment will be effective on **1 February 1995** until 31 May 2000.

The Dean is the academic and administrative leader of a dynamic Faculty of Commerce and Administration which currently comprises some 290 full and part-time faculty, 80 staff members and some 6,000 students pursuing programmes in BAdmin, BComm, Diploma programmes in Institutional Administration, Sports Administration and Accountancy, MSc Administration, MBA, Aviation MBA, EMBA and PhD. The Commerce and Administration Faculty is one of the most respected and largest in Canada. Collectively, faculty members speak 25 languages and come from 20 different countries. The Dean is one of five academic Deans in the University and reports to the Vice-Rector, Academic.



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The ideal candidate will have the vision and leadership skills required to steer this Faculty into the 21st century. This requires innovativeness in managing the physical and human resources of the Faculty and effectiveness in fashioning original and entrepreneurial relationships with the larger University and business environment. The ability to (1) manage relations with multiple, and sometimes conflicting, constituencies with an open and participative style, (2) efficiently manage scarce resources and make tough decisions, (3) develop the commitment and support of faculty members to new strategies which challenge the status quo, and (4) communicate in French and English are all important qualities.

Applications or nominations, including a full curriculum vitae, names of three possible referees and a letter stating why the candidate should be chosen must be sent by 30 September 1994, 5:00 p.m. to:

Mr. Humberto Santos  
Chair of the Advisory Search Committee for the Dean of the Faculty of Commerce and Administration  
c/o Office of the Secretary-General, BC-127  
Concordia University  
1455 de Maisonneuve Blvd. West  
Montréal, Québec H3G 1M8

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured.

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

size for the day-to-day administration of WEC and would be expected to contribute substantially to the success of the programme. Candidates should provide evidence of experience in microbiology and the ability to organize and direct innovative research. Candidates should possess a Ph.D. and have had several years experience in postdoctoral research. This is a three-year appointment, renewable upon completion of a possible adjunct assistant professorship. The effective date of appointment is January 1, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please submit application, together with the names of three referees (Dr. Julien E. Davies, Director, West-East Centre for Microbiology, 1015-1016 West 10th Ave., Vancouver, B.C. V6T 1Z3. Application should be received by October 30, 1994. The University of British Columbia welcomes all qualified applications, especially women, aboriginal people, visible minorities, and persons with disabilities.

#### MUSIC

**UNIVERSITY OF TORONTO** - Applications are invited for an Assistant or Associate Professor of Composition (tenure stream). Qualifications: Compose with a specialization in electroacoustic computer music. The candidate should have teaching experience at the university level and substantial productivity as a composer. A doctoral degree is required. Duties: Teach undergraduate and graduate courses in composition, electroacoustic and computer music, music theory, and courses as appropriate to the candidate's training and experience. Salary: negotiable. Current rank closing date: \$32,200 to \$46,800. For details, contact: Dr. J. 1995. Application deadline: October 15, 1994. Applicants should send a curriculum vitae, samples of their composition, and arrange to have three letters of reference sent to: Dr. J. 1995, Director, Faculty of Music, University of Toronto, Ontario M5S 1A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

#### NURSING

**UNIVERSITY OF MANITOBA** - School of Nursing. The Faculty of Nursing, University of Manitoba invites applications for one tenure track appointment at the rank of Assistant Professor. Duties include: coordinating distance education, offering in the undergraduate program(s) and/or the Master of Nursing program, teaching nursing courses in the undergraduate program(s) and/or Master of Nursing program in the areas of leadership and issues, participation in the thesis/clinical supervision of graduate students in the Master of Nursing program in area of expertise; maintaining an ongoing program of research and scholarship; participation in Faculty, University and professional activities. Qualifications: an earned doctoral degree or substantive progress towards a doctoral degree in nursing or in a related discipline. Provide evidence of advanced research and the development of an ongoing research and publication program, experience with distance education, experience in teaching nursing at a university, where relevant, clinical experience, and demonstrated ability in establishing collegial relationships. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Assistant Professor salary range: \$34,882 to \$59,232. Starting salary dependent on qualifications and experience. Registration with the Manitoba Association of Registered Nurses required. Applications should be directed to: Dr. C. Cameron, Acting Dean, Faculty of Nursing, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Commencement date of appointment: November 1, 1994. Applications will be accepted until October 1, 1994.

**UNIVERSITÉ DE MONTRÉAL** - Faculté des sciences infirmières. La faculté des sciences infirmières de l'Université de Montréal recherche deux professeurs ou professeurs ayant un profil de chercheur autonome et la capacité de superviser des étudiants aux trois cycles. Fonctions: enseignement aux trois cycles universitaires en sciences infirmières, plus particulièrement dans les domaines de la pédiatrie et de la biologie. Le candidat doit posséder un doctorat en sciences infirmières ou dans une discipline connexe; dans ce dernier cas, la maîtrise en sciences infirmières est un atout. Avoir développé une expertise dans le domaine de la pédiatrie ou de la biologie. L'Université offre un environnement universitaire et en recherche est un avantage important. Traitement selon la convention collective. Date d'entrée en fonction: dès que possible. Les personnes intéressées doivent faire parvenir leur curriculum vitae, avant le 30 septembre 1994, à Mme Suzanne Kéroux, Doyen, Faculté des sciences infirmières, Université de Montréal, C.P. 6128, succursale Centre-ville, Montréal (Québec) H3C 3J7. Téléphone: (514) 343-4336, Télécopieur: (514) 343-2306. Conformément aux exigences des lois sur l'équité en matière d'immigration au Canada, cette annonce s'adresse aux citoyens(ne)s canadiens(ne)s résidents(ne)s permanents. L'Université soutient à un programme d'accès à l'équité en emploi pour les femmes.

**OCCUPATIONAL THERAPY**  
**DALHOUSIE UNIVERSITY** - School of Occupational Therapy. Applications are invited for a full time, probationary, tenure track position in the School of Occupational Therapy, Faculty of Health Professions, Dalhousie University, commencing July 1, 1995. The School of Occupational Therapy offers an honors Bachelor of Science (Occupational Therapy) degree. A research master of science degree in occupational therapy is under development. Responsibilities include: undergraduate teaching, research and scholarly work, and administrative duties. Preference will be given to occupational therapists who have a doctoral degree and at least two years of professional experience with expertise in the areas of rehabilitation, work assessment, and technology, including adapted computer access and remedial seating. Applicants with variations on these areas of expertise will be considered. Previous academic experience would be an asset. Salary and rank will be commensurate with qualifications and experience. Applications together with a curriculum vitae and the names of three referees are to be submitted to:

Barbara J. O'Shea, Professor and Director, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia Canada B3H 3J5. Telephone: 902-494-8804, Fax: 902-494-1222. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal people, visible minorities and persons with disabilities. Position is subject to budgetary approval.

#### PEDIATRICS

**DALHOUSIE UNIVERSITY** - Faculty of Medicine. Dalhousie University is seeking an individual with a strong record of accomplishments in clinical activities, education, administration and research to provide leadership for its Department of Pediatrics. This is a full-time university position with responsibilities for the administration and development of clinical, teaching and research programs in the department and its affiliated teaching hospitals. The incumbent of this position

will also hold a joint appointment as Chief of Pediatrics at the Louis Watson Killam Children's Hospital. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications with an up-to-date curriculum vitae and the names of three referees to: Dr. W.F. Schlech III, Chair, Pediatrics Search Committee, c/o Dalhousie University, Faculty of Medicine, 15th Floor, Sir Charles Tupper Medical Building, Halifax, Nova Scotia B3H 4H7.

#### PHARMACY

**UNIVERSITY OF SASKATCHEWAN** - Assistant Professor of Pharmacy Practice Position. The University of Saskatchewan, College of Pharmacy and Nutrition is seeking applicants for a Pharmacy Practice tenure-track faculty position. Candidates should possess a graduate degree in pharmacy practice or clinical pharmacy with an interest in developing

pharmaceutical care in an ambulatory or community practice and be eligible for a Saskatchewan pharmacy license. Teaching responsibilities will include didactic instruction in pharmacy practice areas. These could include self-medication, therapeutics and/or clinical pharmacy supervision of undergraduate and graduate clinical pharmacy students. The successful applicant will be expected to serve as a part-time clinical pharmacy practitioner in the ambulatory care area. Scholarly activities are a significant criteria for faculty advancement and the candidate will be expected to collaborate in research activities pertaining to pharmacy practice. This permanent full-time position is available September 1, 1994 with rank and salary commensurate with experience. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Interested candidates are encouraged to forward a letter of application, curriculum vitae and names of three referees to: Dr. Alfred J. Remington, Head, Division of Pharmacy Practice, College of Pharmacy and Nutrition, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

#### PHILOSOPHY

**UNIVERSITY OF TORONTO** - The Department of Philosophy, University of Toronto, invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 1995. PhD and

evidence of excellent teaching required. Area of specialization: medieval philosophy. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario M5S 1A1. Closing date for receipt of applications: 15 November 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.



### PROFESSOR and HEAD

Department of Obstetrics & Gynaecology  
Queen's University  
Health Sciences Centre

Applications are invited for the position of Head, Department of Obstetrics and Gynaecology, Faculty of Medicine, Queen's University. We are searching for an outstanding academic with proven administrative experience who, as Head, will foster excellence in teaching and patient care, while strongly supporting the development of research within the department.

The Head of Obstetrics and Gynaecology functions, also, as department head within the Hotel Dieu and Kingston General Hospitals, the two tertiary care teaching hospitals within the Health Sciences Centre. The department contributes to the educational programs of undergraduate medical students and postgraduate obstetric and gynaecology interns and residents within its approved training program.

The appointment will be at an appropriate rank with salary commensurate with qualifications and experience. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. This appointment will be subject to budgetary approval for this position.

Letters of application, together with a curriculum vitae and the names of three referees, should be directed by 30 September 1994, to:

Dr. R.F. Maudsley  
Vice-Dean, Faculty of Medicine  
Queen's University, Kingston, Ontario  
K7L 3N6

## L'Université Concordia est à la recherche d'un doyen ou d'une doyenne de la Faculté de commerce et d'administration

Le mandat va du 1<sup>er</sup> février 1995 au 31 mai 2000.

Le doyen ou la doyenne est à la tête d'une faculté de commerce et d'administration dynamique qui comprend quelque 290 professeurs réguliers et chargés de cours à temps partiel, 80 membres du personnel et 6 000 étudiants et étudiantes inscrits aux programmes suivants : *B.Admin., B.Comm., Diploma programmes in Institutional Administration, Sports Administration and Accountancy, M.Sc. Administration, MBA, Aviation MBA, Executive MBA et Ph.D.* La Faculté de commerce et d'administration de Concordia est l'une des plus respectées et des plus importantes du Canada. Collectivement, les membres du corps professoral parlent 25 langues et proviennent d'une vingtaine de pays. Le doyen ou la doyenne fait partie des cinq doyens de l'Université qui relèvent du vice-recteur à l'enseignement et à la recherche.

La personne idéale doit avoir la vision et le leadership voulus pour faire entrer la Faculté de plain-pied dans le XXI<sup>e</sup> siècle. Elle doit faire preuve d'une grande capacité d'innovation dans la gestion des ressources matérielles et humaines et posséder l'esprit d'entreprise lui permettant d'établir des relations dynamiques avec la communauté universitaire et celle des affaires. Elle possède des qualités essentielles comme la capacité (1) de faire converger les opinions parfois divergentes de différents groupes dans un esprit ouvert et invitant à la participation, (2) de gérer l'austérité et de prendre des décisions difficiles, (3) de rallier le corps professoral dans la mise en place de stratégies nouvelles susceptibles de déranger le statu quo et (4) de communiquer en français et en anglais.

Prière d'envoyer au plus tard le 30 septembre 1994 à 17 h les offres de service et les mises en candidatures ainsi

que les curriculum vitae, les noms de trois personnes répondantes et une lettre exposant les raisons pour lesquelles la personne candidate estime devoir être choisie à :

Monsieur Humberto Santos  
Président du comité de recrutement du doyen de la Faculté de commerce et d'administration  
a/s Secrétaire général, BC-127  
Université Concordia  
1455, boul. de Maisonneuve ouest  
Montréal (Québec) H3G 1M8

Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Les candidatures et mises en candidature seront traitées dans la plus stricte confidentialité.

L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.



UNIVERSITÉ  
Concordia

ON VOUS PRÉPARE POUR LE MONDE

**UNIVERSITY OF BRITISH COLUMBIA** - The Department of Philosophy at the University of British Columbia is seeking applications for two tenure-track appointments at the rank of Assistant Professor commencing 1 July 1995, subject to budgetary approval. Areas of specialization: (1) history of modern philosophy (especially the Rationalists of Kant) and (2) logic and related areas, especially philosophy of science or social science. The successful candidates must demonstrate research and teaching competence of the highest quality and be able to add breadth to a department which offers B.A., M.A., and Ph.D. degrees. Applications, including writing sample and three letters of reference should be sent to: Prof. Steven Savitt, Chair of Search Committee, Department of Philosophy, University of British Columbia, 1880 Main Mall, Vancouver, Canada V6T 1Z1. Deadline for applications: 30 November 1994. This position may be extended should no suitable applicant apply. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Appointments may be considered at a more senior rank for a female candidate with exceptional qualifications. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITÉ LAVAL** - Description: deux (2) postes de professeurs, professeurs de carrière sont à pourvoir au sein de la philosophie du langage dans la tradition idéaliste allemande et la philosophie allemande contemporaine, pour un poste de 180 heures de cours et 18 heures de séminaires. La personne aura principalement pour tâche l'enseignement de la philosophie allemande aux trois cycles universitaires, selon les besoins de la

Faculté. Poste no 2: maîtriser la langue française et posséder une bonne connaissance de la langue anglaise. La personne aura principalement pour tâche l'enseignement de la philosophie du langage, de la philosophie analytique et de la logique symbolique aux trois cycles universitaires, selon les besoins de la Faculté. Traitement: selon le rang universitaire et la convention collective. Date probable d'entrée en fonction: janvier 1995. Adresser lettre de candidature, curriculum vitae et trois lettres de recommandation avant le 1er octobre 1994, à: Jean-Marc Narbonne, Doyen, Faculté de philosophie, pavillon Félix-Antoine-Savard, Université Laval, Québec G1K 7P4. L'Université Laval applique un programme d'accès à l'égalité. En accord avec les exigences du Ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyens et résidents permanents du Canada.

#### PHYSICAL THERAPY

**UNIVERSITY OF WESTERN ONTARIO** - Applications are invited for the position of Chair of the Department of Physical Therapy in the Faculty of Applied Health Sciences at the University of Western Ontario. The Department has 17 faculty members housed in newly renovated facilities offering state of the art teaching and research opportunities. The Department offers a Bachelor of Science in Physical Therapy, as well as Master of Science programs. There are currently 180 undergraduate and 18 graduate students in the Department. The faculty are very active in research, teaching and professional development. Applicants should be eligible for full membership in the Canadian Physiotherapy Association, hold a degree in Physical Therapy and, preferably, a PhD in Physical Therapy or a related discipline. Applicants should provide evidence of administrative achievements and skills, involvement in teaching and a significant research record, as well as involvement in graduate level training. Applicants should be aware that the Department does not have

on site animal care facilities. Applications should be received by January 1, 1995. The appointment will be effective July 1, 1995. The University of Western Ontario is committed to employment equity, well known diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Priority will be given to qualified Canadian citizens or permanent residents of Canada. All positions are subject to budget approval. Applications, including a current curriculum vitae and the names of at least three references should be sent to: Dr. J.D. Cooke, Dean, Faculty of Applied Health Sciences, Eborn College, The University of Western Ontario, London, Ontario, Canada N6G 1H1.

#### PHYSICS

**QUEEN'S UNIVERSITY** - Sudbury Neuro-Observatory Project. Applications are invited for a two-year appointment as Research Associate with the Sudbury Neutrino Observatory (SNO) project to work at Chalk River Laboratories (CRL), Chalk River, Ontario with the CRL neutrino physics group as a participant in the

International SNO collaboration. SNO is a large, underground, heavy water neutrino detector under construction in the Creighton mine near Sudbury, Ontario which will become operational in late 1995. Applicants should have a PhD in experimental neutrino, nuclear or particle physics or related fields. Experience in detector simulation and data analysis will be an asset. Currently EG&S and CERN library packages are in use by the collaboration. The successful candidate will be required to spend a significant fraction of time on site in Sudbury which is 300 km from Chalk River. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, and visible minorities. Please send your curriculum vitae and publication list and arrange for three letters of reference to be sent directly to: Dr. A.B. McDonald, Department of Physics, Queen's University, Kingston, Ontario K7L 3N6. The deadline for applications and receipt of references is October 1, 1994 and this position is scheduled to be filled for January 1995.

**THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA** is a new Canadian university located in Prince George, BC, population 72,000, and scheduled to open in September, 1994. The Physics Department currently has an opening for a post-doctoral fellow or research associate in experimental intermediate energy subatomic physics. The intermediate energy group at UNBC is actively engaged in a number of experimental projects at TRIUMF, SAL and LANP. The successful candidate is expected to have significant experience in experimental techniques with emphasis on detectors, electronics, and data acquisition systems as data analysis and Monte Carlo simulations. Individuals with very recent or upcoming PhD degrees are encouraged

to apply. This position is for two years starting in the Fall of 1994. Please forward your c.v. and three letters of recommendation to: Dr. Elie Korkmaz, Physics Program, University of Northern British Columbia, P.O. Box 1650, Prince George, BC V2L 5P2. Telephone (604)960-6656, e-mail: korkmaz@unbc.ca. Applications received before September 30, 1994, will be given priority. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from all qualified candidates, persons with disabilities and members of visible minorities.

**Queen's University**  
Director of the School  
of Environmental Studies

Queen's University is establishing a School of Environmental Studies within the Faculty of Arts and Science. The School will assume responsibility for the Faculty's undergraduate Environmental Science Program which is currently offered by the Departments of Biology, Chemistry, Geography and Geological Sciences. In addition, the School's mandate is to conduct research related to the environment, to foster interdisciplinary collaboration among faculty in natural-science, social-science and humanities departments and in other Faculties and Schools, and to be a focus for future expansion of teaching and research related to the environment, especially in the social sciences and humanities. The School's complement will include four new faculty members, each appointed jointly to one of the four above-mentioned science departments, and cross-appointed faculty from other disciplines. It will be housed in Queen's new Biosciences Complex.

We are seeking candidates for the position of Director of the School. The successful candidate will have a strong research track-record and a demonstrated commitment to high-quality teaching in a natural-science discipline, with particular experience relevant to environmental science. The Director will be expected to provide intellectual and administrative leadership to a growing interdisciplinary enterprise.

The successful candidate will be appointed at a rank and salary commensurate with experience and qualifications to a tenure-track or tenured faculty position in the appropriate department (Biology, Chemistry, Geography, Geological Sciences), and will also be appointed Director of the School for a five-year term. The appointment will commence by July 1, 1995.

Additional information concerning this position and the School can be obtained from the Chair of the Search Committee, Dr. John M. Dixon, Associate Dean, Faculty of Arts and Science, Queen's University, Kingston, Ontario K7L 3N6 (tel. 613-545-2448; fax 613-545-2067; e-mail DIXONJ@QUCDN.QUEENSU.CA). Applications, including a curriculum vitae, copies of recent scholarly publications, and the names of at least three persons who can provide letters of reference, should be sent to the above address by October 1, 1994.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace, and encourages applications from all qualified candidates including women, aboriginal peoples, people with disabilities, and members of visible minorities.

**L'INSTITUT INDIO-CANADIEN SHASTRI INDIO-CANADIEN INSTITUTE**

**RESIDENT DIRECTOR**

The Shastri Indo-Canadian Institute invites applications for the position of Resident Director, India Office, from Canadian academics who will be on sabbatical leave in 1995-1996.

The Institute is a consortium of twenty-two Canadian universities and the Canadian Museum of Civilization which offers a variety of programmes in India Studies, Canadian Studies and Development Studies. The Resident Director should be a senior academic with substantial administrative experience and the capacity to deal effectively with civil servants and diplomats as well as academics. The remuneration includes a furnished house in central New Delhi, the use of an official car, and a living, travel and research allowance. Since part of the remuneration is in the form of a fellowship, the candidate should have a research proposal related to India. Deadline for complete applications is 15 October 1994. Research application forms may be obtained from: Shastri Indo-Canadian Institute, 2500 University Drive N.W., Calgary, AB, T2N 1N4.

**UBC**

**The University of British Columbia**  
Department of Mining and Mineral Process Engineering

**ASSISTANT PROFESSORSHIP IN MINING AND MINERAL PROCESS ENGINEERING**

The Department of Mining and Mineral Process Engineering of the Faculty of Applied Science at the University of British Columbia invites applications for the post of Assistant Professor in Mining. This is a grant tenure track position with an initial three year term and requires that the successful applicant participate in undergraduate and graduate level teaching and conduct an independent research program.

Applicants should have a Ph.D. in Mining or other relevant disciplines with a strong background in surface mining methods, drilling, blasting and equipment selection. The successful applicant will be involved in the teaching of mining methods and will be expected to seek external funding and develop new areas of mining research. The applicant should have relevant industrial experience and be a Professional Engineer registered or eligible for registration in British Columbia.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada.

The starting date is July 1, 1995. Applications, including resumé and a list of at least three references, should be sent by **October 31, 1994** to:

Dr. T.R. Meadowcroft, Head  
Department of Mining and Mineral Process Engineering  
The University of British Columbia  
309-6350 Stores Road  
Vancouver, B.C., V6T 1Z4

"An Equal Opportunity Employer"

**UNIVERSITY OF WINDSOR**

**DEPARTMENT OF INDUSTRIAL ENGINEERING**

The Department of Industrial Engineering at the University of Windsor invites applications for a tenure-track faculty position at the Assistant or Associate Professor rank in the area of manufacturing. Applicants should have a bachelor degree in Engineering. The candidates should have completed a Ph.D. and have proven ability and potential for excellence in research and teaching as well as attracting research funding. Expertise in manufacturing systems, CAD/CAM, process planning, machining, industrial controls and/or assembly would be desirable.

The appointment, subject to budgetary approval, will commence July 1, 1995.

The Department has a strong research program in manufacturing and industrial engineering and links with many industries. Situated on an international border at the centre of the Great Lakes, and in the automotive capital of Canada, the University of Windsor has extraordinary opportunities to enhance current areas of strength and collaboration with numerous small, medium-sized, and large manufacturing firms located in the area.

The University of Windsor is committed to employment equity and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

Consideration of applications will begin November 15, 1994. Applicants should send curriculum vitae and the names of three referees to:

Dr. Waguih H. ElMaraghy  
Professor & Head, Department of Industrial Engineering  
Faculty of Engineering  
University of Windsor  
401 Sunset Avenue  
Windsor, ON N9B 3P4 CANADA  
Phone: (519) 253-4232, Ext. 2607  
Fax: (519) 971-3656.

**Principal, Erindale College**  
**University of Toronto**

Applications and nominations are invited for the position of Principal of Erindale College, University of Toronto, effective 1 January 1995.

Erindale College, one of three campuses of the University of Toronto, is located on beautiful and extensive grounds in the City of Mississauga, 33 kilometres west of the University's central campus in downtown Toronto. Now 28 years old, Erindale College has an annual budget of approximately 35 million dollars and is home to some 6,400 undergraduate and graduate students, 200 faculty members and 200 staff. A wide variety of academic programs are offered through departments of the University's Faculty of Arts and Science and in conjunction with other University divisions, such as the Faculty of Management. Faculty members engage in undergraduate teaching, graduate teaching and supervision, and research.

The Principal is responsible for all aspects of College life, and works closely with a senior team consisting of the three Associate Deans who head the College's Divisions of Humanities, Science and Social Science, the Registrar and the Chief Administrative Officer. The Principal plays an important role in the surrounding community and in fund raising on behalf of the College. The Principal is expected to maintain and foster the College's commitment to students, dedication to scholarship and community spirit.

Candidates and nominees for Principal should be established scholars of international repute, and will have demonstrated administrative skills and experience at a senior level. They should have exceptional ability to communicate with all constituents of the College community, to represent the College effectively on University administrative and governance committees, and to participate with the other deans and principals in the formulation of University-wide policies and plans.

While it is expected that the Principal's administrative duties will take precedence, she or he should also be actively involved in a program of scholarship.

Applications and nominations for the position of Principal of Erindale College will be received until **1 October 1994**, addressed to the chair of the search committee, Professor Adel S. Sedra, Vice-President and Provost, University of Toronto, Toronto, Ontario M5S 1A1.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

**PHYSICS & ASTRONOMY**  
**McMaster University - Research Associate in Medical Physics.** The Department of Physics & Astronomy is seeking a Research Associate to work closely with Dr. David R. Chettle on in vivo measurements of toxic metals. As well as being heavily involved with existing projects studying lead and cadmium, the person recruited will be expected to work intensively in developing new projects in measuring toxic metals such as aluminum and mercury. This person will also be encouraged to explore related projects, such as nitrogen measurement for nutritional assessment. She or he may also have some involvement in senior undergraduate or graduate level teaching. The ideal candidate will have a strong background in radiation physics, medical applications, preferably using techniques such as x-ray fluorescence, neutron activation and gamma-ray counting. She or he must be prepared to work closely with Dr. Chettle and be able to devote time to him, for example, negotiating and managing in field surveys. Experience of in vivo measurements of trace elements and evidence of successful project management in an interdisciplinary environment is an essential requirement. A strong ongoing background in radiation physics to permit teaching at senior undergraduate or graduate level will be a distinct advantage. The person appointed is likely to have to broaden her or his experience through one or more post doctoral positions. Initial salary is expected to be in the range of \$30,000 to \$40,000, depending on qualifications and experience. Appointment will be for one year in the first instance and renewal will be subject to review. Funding is available for three years. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, etc. Applications, including curriculum vitae and the names of three referees, should be sent by October 31st, 1994 to Dr.

David R. Chettle, Department of Physics & Astronomy, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M1, Canada.

**PHYSIOLOGY**  
**UNIVERSITY OF OTTAWA - Department of Physiology.** The Department of Physiology seeks to appoint a professor at a junior level in a tenure-track position. Applicants must have an MD and/or PhD and a strong background in research. The professor will develop an independent research program, which should complement one or more of the areas of ongoing research, namely musculoskeletal, renal, gastrointestinal, cardiovascular and neuroendocrine. In keeping with the proactive policy for the recruitment of women, the University of Ottawa has an affirmative action policy for the recruitment of women. Employment equity is University policy. Ability to teach in French is an asset and a commitment to support bilingualism within the Faculty of Medicine is essential. In accordance with Canadian immigration requirements, this advertisement is directed primarily to Canadian citizens and permanent residents. Applicants should submit a C.V., a proposed research plan of 1-2 pages, and the names and addresses of three referees before September 30, 1994 to: Dr. K.C. Marshall, Dept. of Physiology, University of Ottawa, 451 Smyth Road, Ottawa, ON K1H 8M6, Canada.

**PSYCHOLOGY**  
**McGILL UNIVERSITY - The McGill Centre for Medicine, Ethics and Law.** At McGill University, Montreal, invites applications for a position in the field of medicine, psychiatry, ethics and law, beginning in January 1995. Salary and rank will be commensurate with qualifications and experience. The appointee will work in a transdisciplinary academic Centre supported by the Faculties of Law, Medicine, Ethics and Law, and the Department of Philosophy and Teaching Hospitals affiliated with McGill University. The person chosen for this position will be appointed for a three-year period. He or she will be an academic base discipline member of the Faculty of Medicine, (II) as an Associate Member of the Centre for Medicine, Ethics and Law, and (III) as director of the Centre's new Program in Psychiatry, Ethics and Law in close collaboration with the Director at the Centre. The preferred candidate will have a post-graduate degree in law or medicine, or a PhD in philosophy, psychology or religious studies, and will be recognized in his or her experience in some area of medicine, ethics and law, or bioethics, and a willingness to develop the area of psychiatry, ethics and law in particular. He or she will have an excellent research, teaching and publication record, and a willingness and capacity to work in a transdisciplinary academic setting and to lead and develop a new program for the benefit of the Centre as a whole. Responsibilities of the appointee will include carrying out and supervising research, teaching, consultation in clinical ethics, and involvement in relevant community service. The relative amount of time to be spent in each type of activity will be determined by the appointee's background and interests and will be a matter to be determined in agreement with the Director of the Centre. There will be opportunities for the appointee to participate in clinical ethics sessions in psychiatry in one or more McGill teaching Hospitals and to assist in education, policy formulation and ethics consultation in a hospital. There will also be opportunities to serve as a member of one or more McGill committees and to organize structures for ethics consultations. The appointee will be expected to have knowledge of English and French will be preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and a list of references to: Dr. Margaret A. Somerville, Director, McGill Centre for Medicine, Ethics and Law, 3600 Peel Street, Montreal, Quebec, Canada H3A 1W9. The deadline for applications is November 1, 1994, but the search will be continued until the position is filled. McGill University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, etc. Applications, including curriculum vitae and the names of three referees, should be sent by October 31st, 1994 to Dr.

**PSYCHOLOGY**  
**THE UNIVERSITY OF ALBERTA - Department of Psychology, Faculty of Arts.** is seeking applications from candidates who can contribute to the further development of a program in Cognitive Science. One individual will be hired into a tenure-track position of the Junior Assistant Professor level, salary range \$40,000 to \$57,000. The appointment takes effect July 1, 1995. PhD should be completed by that date. Special consideration will be given to candidates who have expertise both in basic research and in applied, problem-oriented areas. Candidates should have significant interdisciplinary interests; the individual hired will have the potential to further develop links across existing areas in the Department, as well as links with other Departments and the broader research community. Decisions will be made on the basis of demonstrated research capability, teaching ability, and the potential for interactions with colleagues. We encourage applicants from the following three areas: we currently have one vacancy to fill: **Cognition and Aging:** Expertise in memory, learning, or cognition as they relate to normal aging or to age-related pathologies. **Cognitive Psychology:** Expertise in areas of cognition. Individuals with broad interests in language processing and cognitive science, and research experience in psycholinguistics, discourse processing, speech comprehension and production, word perception and/or reading will be given special consideration. **Social Cognition:** Expertise in such areas as social judgment and decision-making, social memory, beliefs and attitudes, affect, motivation, social psychophysiology, and/or interpersonal relations are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should include a curriculum vitae, statement of research interests, three letters of recommendation, and a list of references. These materials should be sent to the Chair of the Department of Psychology, University of Alberta, Edmonton, Alberta T6G 2G9. To receive full consideration, all materials must be received by October 15, 1994. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal peoples, disabled persons, members of visible minorities, and women.

**UNIVERSITY OF TORONTO - The Department of Psychology of the University of Toronto (St. George Campus)** invites applications for a tenure-track position, subject to budgetary approval, at the rank of Assistant Professor, beginning July 1995. In the area of Personality/Abnormal Psychology. The candidate must have a PhD in the relevant area, be near completion and have a strong research record. Qualitative expertise is desirable, as is an ability to contribute to clinical training. Salary will be commensurate with qualifications and experience. A curriculum vitae and three letters of recommendation should be sent to: Dr. Peter Herman, Department of Psychology, University of Toronto, 100 St. George St., Toronto, Ontario, Canada M5S 1A1. Application deadline is October 15, 1994. The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

**UNIVERSITY OF TORONTO - The Department of Psychology at St. Thomas University** invites applications for a tenure-track position in developmental psychology for the 1995-1996 academic year at the rank of assistant professor. St. Thomas University is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The successful candidate will be expected to teach a variety of undergraduate psychology courses, with teaching and research excellence in developmental psychology (area of specialization). A PhD degree, or imminent completion, is required. Applicants are asked to submit a curriculum vitae, a statement of research interests, and a list of teaching effectiveness (teaching portfolio

**UBC**

**DIRECTOR**  
**SCHOOL OF HUMAN KINETICS**  
**THE UNIVERSITY OF BRITISH COLUMBIA**

The University of British Columbia invites applications for the position of Director, School of Human Kinetics. The School is located within the Faculty of Education and the Director reports to the Dean of the Faculty. There are 28 full-time faculty, of whom four hold split appointments with either the Department of Family Practice in the Faculty of Medicine, or the Department of Athletics and Sport Services.

The School offers the BHK, MA, M.Sc., M.H.K. and Ph.D. degrees to approximately 700 undergraduate and 80 graduate students. There are four undergraduate program areas: Leisure and Sport Management, Exercise Science, Health and Fitness, and Physical Education; and three graduate areas of specialization: Biomechanics, Behavioural, and Sociomaterial.

Applicants should have a strong record of scholarship in one of the areas germane to Human Kinetics, administrative experience, and good leadership skills. The appointment will be at the rank of full professor. The salary is to be negotiated. The appointment will be effective July 1, 1995 or a date agreed upon by the University and the successful applicant.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

The closing date for applications is November 15, 1994.

Letters of application, curriculum vitae, the names, addresses and phone/FAX numbers of three referees, together with a statement of research interests and copies of recently published articles (if available) should be sent to:

Dr. Nancy Sheehan, Dean  
 Faculty of Education  
 University of British Columbia  
 2616 - 2125 Main Mall  
 Vancouver, B.C., V6T 1Z4

**UBC**

**Department of Educational Psychology and Special Education**  
**UNIVERSITY OF BRITISH COLUMBIA**

**The Dorothy C. Lam Endowed Chair in Special Education**

The Department of Educational Psychology and Special Education at the University of British Columbia seeks an International Scholar in Special Education to spend between one and two years in the Dorothy C. Lam Endowed Chair in Special Education. The person who occupies the Endowed Chair will provide research and scholarly leadership to the Department and Faculty through mentoring faculty and graduate students, through the conduct of her/his own on-going research program and through the offering of a doctoral level research seminar.

Salary is negotiable. Additionally, monies will be provided for research, secretarial services, and travel from the Endowment.

The closing date for applications is November 15, 1994.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Please submit Curriculum Vitae, the names, addresses and phone/FAX numbers of three referees, together with a statement of research interests and a selection of published articles to:

Dr. Nancy Sheehan, Dean and Chair  
 Dorothy C. Lam Endowed Chair in Special Education  
 Search Committee  
 Faculty of Education  
 University of British Columbia  
 2125 Main Mall  
 Vancouver, B.C., V6T 1Z4

**UNIVERSITY OF WINDSOR**

**RESEARCH ENGINEER**

A research engineering position in applied rock mechanics is available at Queen's University, Department of Mining Engineering. Candidates for the position should possess a Ph.D. in rock mechanics. The position will involve primarily experimental work, particularly field and laboratory testing of grouted cable anchors. The successful candidate should possess a knowledge of laboratory instrumentation systems, a solid background in structural geology, an understanding of stress induced failure mechanisms for intact rock and fractured rock masses and knowledge and experience in rock mass support systems, including rock bolt systems, cable bolting, shotcrete, etc. The position is based in Kingston and the successful candidate will report to Dr. W.F. Bowden, Head and Chair in Mine Design, Department of Mining Engineering. The research will include both laboratory and field work and some travel will be required. The position is for a one year contract, renewable for up to three years. Remuneration will be at \$40,000.00 per annum.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, people with disabilities and visible minorities.

Interested candidates should send their resumes by October 1, 1994, plus the names of three referees to:

Dr. W.F. Bowden  
 Head and Chair in Mine Design  
 Department of Mining Engineering  
 Queen's University at Kingston  
 Kingston, Ontario, Canada K7L 3N6

**UM**

**Continuing Education Division**  
**University of Manitoba**  
**PROGRAM DIRECTOR**

The Continuing Education Division at the University of Manitoba invites applications for a two-year term position at the Instructor level in the Management, Professional and Community Programs Area. Applicants will be expected to have a graduate degree, preferably in adult education or a related discipline, with training and experience in program development, management, and evaluation. Strong marketing skills are also required.

Responsibilities of the position include the development of new programming directions in the general and specialized areas of adult education, mediation, Aboriginal, management and/or general professional development; the development of partnerships with business, industry, government, professional associations, and community groups; and working with other members of the Division to provide programming services to our community. It is also expected that the incumbent will provide administrative service to the Division and the University.

The successful applicant will be offered a two-year term appointment at the rank of Instructor I or II. The appointment will be at a salary level commensurate with qualifications and experience, as determined by the Collective Agreement. The Search Committee will begin to consider applications on October 14th, 1994.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Please send a curriculum vitae and arrange for three letters of reference to be sent to: Michel Pierre Janisse, Ph.D., Dean, Continuing Education Division, The University of Manitoba, Winnipeg, Manitoba R3T 2N2.

**VICE-PRESIDENT, ACADEMIC**

Founded in 1853, St. Francis Xavier University is a liberal arts university with a profoundly Catholic ethos and tradition, embracing within its university community faculty, staff and students of diverse religious, racial, national, and socio-economic backgrounds. It is committed to excellence in teaching and research and to serving development needs of the community locally and internationally. There are 180 faculty members, 3,000 students and a total staff of 470. There is residence accommodation for 1,400 students. Degrees and diplomas are offered in the Arts, Sciences and Applied Sciences through 24 academic departments.

The current Vice-President, Academic is retiring July 1, 1995, and we are seeking a replacement as of that date. The normal term of appointment is six years.

The Vice-President, Academic, is a member of the University's senior management team. The Vice-President is the senior officer responsible for research, and is a member of the Board of Governors and Senate. He/she is chair of a number of senior standing committees of the University and undertakes special assignments as requested by the President. He/she is responsible for academic appointments, and faculty complement, for the Library, University Computer Services, the Registrar's Office, and Athletics Department. The Vice-President coordinates the preparation of the budget for faculty, academic administration, and library; allocates academic space; is the chief administrative liaison officer in discussions with S.T.F.X.A.U.T., and is responsible for the preparation of statistics and projections required by outside agencies. The University offers an excellent benefits package.

Applications and nominations, with curriculum vitae, may be addressed in confidence, before October 31, 1994 to:

Dr. J.J. Lawless  
 President  
 St. Francis Xavier University  
 P.O. Box 5000  
 Antigonish, Nova Scotia  
 B2G 2W5

**UNIVERSITY OF WINDSOR**

**NSERC WOMEN'S FACULTY AWARDS IN SCIENCE**

The University of Windsor invites applications from women having proven ability and potential for excellence in teaching and research. The Faculty of Science anticipates a number of tenure-track appointments in all fields over the next few years. Applicants should normally have completed their Ph.D. during the last five years and will be considered for tenure-track or limited term appointments effective July 1, 1995. Applicants must be Canadian citizens or permanent residents as of October 15, 1994.

Enquiries and applications should be sent to:

Dr. B.J. Fryer, Dean  
 Faculty of Science  
 University of Windsor  
 401 Sunset Avenue  
 Windsor, ON N9B 3P4

Applicants should include one copy of each NSERC form 214 (Personal Data Form) and 101 (Application for a Research Grant) together with the names of their Ph.D. and postdoctoral fellowship supervisors as well as two impartial external referees. Applications should be received as early as possible in order to meet NSERC deadlines.

The University of Windsor is committed to employment equity and especially welcomes applications for these positions from Aboriginal Peoples, persons with disabilities and members of visible minorities.

(preferred) and arrange to have three letters of reference sent directly to Dr. Ian Fiske, Chair, Department of Psychology, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: October 15, 1994 or when position is filled. Applicants are responsible for ensuring that their resumes, including letters of reference, are complete by the deadline. In accordance with advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minorities and persons with disabilities.

**UNIVERSITY OF BRITISH COLUMBIA - The Department of Psychology, University of British Columbia, invites applications for a tenure track faculty position in the Department of Psychology at the Assistant Professor level beginning July 1, 1995, subject to final budgetary approval. Appointment may be considered at the Assistant Professor level with exceptional qualifications. Applicants must have demonstrated, in published form, the commitment and ability to conduct high quality research. The responsibilities of those appropriate to a research oriented position and programmatic development of a graduate student research, and both undergraduate and graduate teaching. Salary will be commensurate with experience. UBC welcomes all qualified people, visible minorities, and persons with disabilities. In accordance with advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send complete resumes, representative reprints, and should include references to at least three persons who can be contacted by the Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, BC V6T 1Z4, Canada. The closing date for applications is November 1, 1994.**

**CONCORDIA UNIVERSITY - The Centre for Research in Human Development** invites applications from scholars applying for SSHRC and NSERC Postdoctoral Fellowships to hold their Fellowships at CRDH at Concordia University. The programs at the Centre focus on a range of topics in social and cognitive development from infancy to adolescence, high risk populations, and adult development and aging. Postdoctoral fellows work with Centre faculty on a variety of projects, according to their research interests, and participate in research seminars and other activities. The Centre provides a stimulating, interactive research environment with outstanding facilities. We are supported by the Centre's Educational Research Program (FCAR). Postdoctoral Fellows will be provided with office and laboratory space, equipment, Centre and university affiliation, and library privileges. Applicants seeking a one or two year Postdoctoral research training opportunity in the area of human development, beginning in the fall of 1995, are encouraged to send a curriculum vitae and letters describing their research interests to the Director of CRDH by September 30, 1994. Applicants must apply for SSHRC and NSERC Postdoctoral Fellowships through the usual procedures by October 1, 1994 to SSHRC and by November 1, 1994 to NSERC. Applicants to CRDH should be addressed to: Dr. Dennis Pashen-Gold, PhD, Director, Centre for Research in Human Development, Concordia University, P.O. Box 7141 Sherbrooke St. West, Montreal, Quebec H3B 1R6.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND - St. Wilfred Grenville College** invites applications for a seasonal position in the Department of Psychology for the Winter Semester 1995, subject to budgetary approval. A PhD is preferred but candidates will be considered. One semester term appointments are made at the rank of Lecturer. Salary

dependent upon qualifications and experience is in accordance with the Collective Agreement. St. Wilfred Grenville College offers BA programmes in Psychology, English, and Sociology and English. It also offers BFA programmes in Theatre and Visual Arts. The College is looking to add further degree programmes in arts and science. Psychology at Grenville is a small (six member) conceptual department. The emphasis is upon teaching but department members are also employed in a range of research activities. The College is located in the city of Corner Brook (population 25,000) has excellent recreational and cultural facilities, and the College campus overlooks the Bay of Islands and affords a spectacular view of the surrounding mountains. The City is situated some eighty kilometers from Gros Morne National Park and has many other amenities. A letter of application, together with curriculum vitae, teaching dossier, and the names of three referees, should be submitted to: Professor Adrienne Fowler, Vice-President, St. Wilfred Grenville College, Memorial University of Newfoundland, Corner Brook, NF A2H 2G6. Fax (709) 332-5390. The University is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for receipt of applications: October 15, 1994.

**UNIVERSITY OF WATERLOO - Psychology.** The Department of Psychology at the University of Waterloo anticipates openings at the level of assistant professor in the following areas: Cognitive Psychology, Developmental Psychology, and Social Psychology. Successful candidates include teaching of both the graduate and undergraduate levels, departmental and sustained research program, supervision of student research, and collegial participation in departmental and interdisciplinary activities and an ability to teach graduate students are desirable. Applicants should submit a cover letter, via and samples of scholarly work, and should arrange to have at least three letters of recommendation sent directly to Dr. Michael Ross, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 2G1. Consideration of applicants will begin January 2, 1995. This appointment is subject to the availability of funds. The University of Waterloo encourages applications from women and men, members of visible minorities, native peoples, and persons with disabilities. In accordance with advertisement is directed to Canadian citizens and permanent residents.

## RELIGION

**WILFRID LAURIER UNIVERSITY. The Department of Religion and Culture** invites applications for an appointment in the Department of Religion and Culture to teach and conduct research in the area of support and help in the development of the Department's graduate and undergraduate programs. The appointment begins July 1, 1995. Secondary competence in fields such as Islamic, Indigenous, or Women's Studies, and an interest in interaction between religions would be helpful to a candidate's consideration. The initial appointment would be a limited term appointment, but, subject to budgetary approval, may become tenure track in subsequent years. Candidates should have a PhD, a good record of teaching and a curriculum vitae with names of three referees to Robert W. Fisher, Chair, Department of Religion and Culture, Wil-

frid Laurier University, Waterloo, Ontario N2L 2C5. Interested persons may contact the Department for further information. Telephone (519) 884-1970, Ext. 3330, or (519) 884-2554. E-mail: wla@uwaterloo.ca. Deadline for applications is November 11, 1994.

## RELIGIOUS STUDIES

**THE UNIVERSITY OF SASKATCHEWAN, Department of Religious Studies,** invites applications for a tenure-track position at the Assistant Professor level in the Department of Religious Studies. The position is in the area of Asian Buddhism. Requirements include a PhD or near completion evidence of superior research and scholarship, and demonstrated excellence in teaching. Candidates should have the appropriate language training and proficiency to support language instructional needs of interested Religious Studies students in the area of their specialization. Other teaching responsibilities include an introductory course in World Religions and upper level courses in Religions of Japan. First hand experience of the culture of the East Asian region and competence in a modern spoken language of the region will be considered an asset. Employment to begin July 1, 1995. This position has been cleared for advertisement at the highest level. Applicants are invited from qualified individuals, regardless of their immigrant status in Canada. The University of Saskatchewan is committed to the principles of Employment Equity: women candidates, candidates of aboriginal descent, and candidates from other minority groups are especially encouraged to apply. Applicants should send curriculum vitae/dossiers, and arrange for three letters of recommendation to be sent to: Dr. Brian M. Smith, Head, Department of Religious Studies, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0 by November 30, 1994.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Department of Religious Studies, Memorial University of Newfoundland,** invites applications for a tenure-track position at the rank of Lecturer or Assistant Professor in the area of Religion and Modern Culture, to commence January 1, 1995. Ability to teach introductory courses in other areas such as Christian Theology, World Religions, or Biblical Studies will be an asset. The successful candidate will also be required to teach courses at the first-year level. Candidates should have a PhD (or equivalent) and teaching experience. Please send a letter of application and curriculum vitae to: Dr. D.J. Hewkin, Head, Department of Religious Studies, Memorial University, St. John's, NF A1C 5S7, by October 10, 1994. At least three letters of reference should also be sent to the Department by the same date. It is the candidate's responsibility to make sure that these references are submitted and by the due date. The appointment is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed primarily to Canadian citizens and permanent residents. Memorial University is committed to employment equity.

**TRINITY WESTERN UNIVERSITY - Religious Studies.** Subject to budgetary approval, a tenure-track position beginning August 1995, at the rank of Associate Professor to teach Biblical Studies. The successful applicant will be required to teach in both the graduate and undergraduate programs. A minimum of five years of teaching and research (at both graduate and undergraduate levels), record of research and publications, and fluency in Greek, Hebrew, and Aramaic are required. Preference will be given to someone with expertise in the Hebrew Bible and an interest in archaeology. Trinity Western University is a Christian liberal arts university, affiliated with the

Evangelical Free Church of Canada. CV's and letters of reference should be addressed to: Dr. Philip Webb, Assistant Dean, Faculty of Arts and Religious Studies, Trinity Western University, 2600 Glenora Road, Langley, BC V5A 6H4 (604) 888-7511. In accordance with advertisement is directed to Canadian citizens and permanent residents. Trinity Western University does not discriminate on the basis of gender or ethnicity.

**UNIVERSITY OF BRITISH COLUMBIA - The Department of Religious Studies** invites applications for a tenure-track position in Religion and Culture in Western Canada (Judaism, Christianity, Islam), beginning July 1, 1995, at the level of assistant professor. Only those applicants possessing a PhD and showing a clear promise of excellence in teaching and research will be considered. The applicant should have a strong background and proven research interests in one or more of the following areas: (1) Religion and the Arts (art and iconography; architecture; music; dance); (2) Religion and Literature (novels; movies; novels; etc.); (3) Religion and Society (gender; tolerance/intolerance; etc.). Salary will be commensurate with experience. The position is contingent on budgetary considerations. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send complete dossiers (including relevant publications, if any), and arrange for letters from at least three professional referees to be sent to: Chair, Faculty Search Committee, Department of Religious Studies, E270-1865 Main Mall, University of British Columbia, Vancouver, BC V6T 1Z1. Closing date for applications is November 30, 1994.

**MC GILL UNIVERSITY - The Faculty of Religious Studies, McGill University,** invites applications for an appointment in the Christian Systematic Theology. Duties will include teaching in both the theological and the religious studies programs. This appointment will be at the Associate Professor level. In accordance with advertisement is directed to Canadian citizens and permanent residents, this advertisement is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is September 21, 1994. Applications, including a complete dossier and at least three letters of reference received directly from referees, should be forwarded to Dean Donna Runnalls, Faculty of Religious Studies, McGill University, 3520 University St., Montreal, PQ, H3A 2A7. McGill University is committed to employment equity. **UNIVERSITÉ D'OTTAWA - Département des sciences religieuses.** Candidatures sollicitées pour un poste de professeur(e)

adjoint(e) menant à la permanence. Poste à temps complet. Date d'entrée en fonction: 1<sup>er</sup> juillet 1995. Doctorat pertinent à la sociologie de la religion. Enseignement et de la religion. L'admission à l'École des études supérieures. L'Université d'Ottawa est une université bilingue et le bilinguisme est une condition d'embauche. Affectations d'enseignement: cours du premier, deuxième et

troisième cycles, en français et en anglais. Traitement et charge de travail en conformité avec la convention collective. Adresse la lettre de candidature, curriculum vitae, trois lettres de recommandation à: Madame Marie-Françoise Guédon, directrice, Département des sciences religieuses, Université d'Ottawa, 177 rue Walter, CP 450, Succ. A, Ottawa, Ontario K1N 6N5. L'Université applique une politique d'équité en matière

## Assistant/Associate Professor, Distance Education

Athabasca University's Centre for Distance Education requires a faculty member for a tenure track position. Appointment will be made at the Assistant or Associate level depending on qualifications.

The successful candidate will participate in the design, development, delivery, and evaluation of graduate level courses in the Master of Distance Education program. In addition responsibilities will include advising and supervising graduate students, program research and evaluation research and evaluation in other areas of distance education, and other activities as required.

Athabasca University and the Centre for Distance Education are recognized nationally and internationally in the field of distance education. The Centre's mandate includes the delivery of a Master's degree in Distance Education as well as research and development in distance education, in areas such as learning systems design, instructional materials development, human factors in teaching and learning at a distance.

Applicants should possess a PhD and have experience in distance education. Experience in one or more of the following areas would be an asset: computer applications to education, instructional systems design, human factors in education, and/or, research and evaluation methodologies.

This is an academic appointment. Rank and salary will be determined based on the applicant's qualifications and experience.

Athabasca University develops and maintains an environment which supports equitable working conditions for members of groups traditionally under-represented in universities.

In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents.

Start Date: January 1, 1995, or earlier

Please send a letter of application, curriculum vitae and the names and addresses of three referees by October 31, 1994 to: Mr. Clint Melchers, Director, Human Resources

Athabasca University, Box 19,000 Athabasca, Alberta, Canada T0G 2R0

## Athabasca University

## UNIVERSITY COLLEGE of the FRASER VALLEY

## Sociology Instructor

The University College of the Fraser Valley, located 60 kilometres from Vancouver in British Columbia's beautiful Fraser Valley, is a multi-campus educational facility offering a diverse range of programs. UCFV has main campuses in Abbotsford and Chilliwack, B.C. and currently enrolls more than 6000 students each year. The emphasis at UCFV is on teaching excellence while acknowledging active scholarship as an integral part of the teaching process.

The Social, Cultural and Media Studies department at UCFV has the following regular, continuing faculty position available. The appointment will commence either in the Winter (January) semester 1995 or the Fall (September) semester 1995, depending on the availability and previous contractual obligations of the successful candidate.

The position is to teach upper-division sociology courses related primarily, but not exclusively, to "third world" and development issues with specific reference to Latin America. The successful candidate will have interests that go beyond the political economy of development to embrace an appreciation of society and culture that would allow possible participation in inter-disciplinary initiatives. Experience and interest in planning new programs and devising innovative delivery systems will be an asset.

The successful candidate will also be comfortable teaching lower-division sociology, including social theory and Canadian social structure. This teaching is likely to comprise at least one-half of the teaching load. Preferred candidates should have a PhD completed or near completion. Prior teaching experience is desirable.

Candidates should provide evidence of their commitment to teaching excellence and related scholarship.

Competition No. UC018.94

Interested candidates should submit resumes with a covering letter quoting competition number no later than October 14, 1994, to University College of the Fraser Valley, Director of Personnel, 33844 King Road, Abbotsford, B.C. V2S 4N2 Fax (604) 853-9990 Tel (604) 854-4508.

It is the policy of the government of Canada that Canadian citizens and permanent residents will have the first chance to fill jobs in Canada. Therefore, these advertised positions are open only to Canadians and permanent residents (whether in Canada or abroad).

UCFV is an Employment Equity Employer

70124



UNIVERSITÉ  
LAVAL

LE SAVOIR DU MONDE  
PASSE PAR ICI

Faculté des lettres  
Département des lettres

1. Université Laval applique un programme d'accès à l'égalité en emploi. En accord avec les exigences du ministère de la Culture du Canada, cette offre est destinée en priorité aux citoyens et citoyennes canadiens et aux résidents et résidentes permanents du Canada.

d'emploi. Concomitamment aux exigences académiques en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens/citoyennes canadiens et aux résidents permanents. Date de clôture: 15 novembre 1994.

**UNIVERSITY OF OTTAWA - Department of Religious Studies.** Applications are invited for a full-time, tenure-track position for an assistant professor, starting July 1, 1995. PhD required to the level of sociology of religion. Experience and publication record have to be such as to qualify the candidate to supervise graduate research and be a member of the School of Graduate Studies. The University of Ottawa is a bilingual institution and bilingualism is a condition for appointment. The successful candidate will be expected to teach undergraduate and graduate courses in both French and English. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. Applications, including a curriculum vitae and three letters of reference, should be sent to: Dr. Marie-Françoise Gaudin, Chairperson, Department of Religious Studies, University of Ottawa, 177 Water Street, PO Box 450, Stn A, Ottawa, Ontario K1N 6N5. The University is committed to an employment equity programme. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Closing date: November 15, 1994.

#### RUSSIAN

**QALHUSO UNIVERSITY - Applications** are invited for a two year limited term appointment possibly leading to a tenure track position at the rank of Assistant Professor commencing July 1, 1995. Applicants should be native Russian speakers and have experience teaching advanced classes in language and culture in 19th and 20th century Russian literature. The PhD is required for appointment and publications are desirable. This deadline for applications is March 1, 1995. Please send application with a curriculum vitae and three letters of reference sent to Dr. Norman Feltz, Acting Chair, Department of Russian Studies, Dalhousie University, Halifax, NS B3H 3J5 (FAX 902-494-1977). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

#### SOCIAL WORK

**UNIVERSITY OF MANITOBA - The Faculty of Social Work.** The University of Manitoba invites applications for two tenure track positions at the Assistant Professor level effective July 1, 1995. The University is seeking individuals with a PhD in the field of social work and to address social issues such as poverty, family violence, racism, sexism and ageism. If offers two accredited degree programs: the MSW degree has specializations in social clinical and social policy and administration areas of practice. The BSW degree is a generalist program with special emphasis on feminist practice and practice in Aboriginal cultures. A doctoral program is being considered. This employment is driven by Employment Equity Principles. Among demonstrably equally qualified applicants preference will be given to women and Canadian Aboriginal applicants. Duties: (1) one position to include teaching social work practice and other related courses, supervising BSW and MSW social work and clinical psychology student practitioners in their practice preparation. Assisting in the provision of direct treatment services at the Psychological Services Centre and the Community Resources Clinic. (2) one position to include teaching and supervising BSW and MSW students in the area of gerontological social work practice, social policy and aging, cross-cultural issues and aging. Qualifications: (1) D.S.W./Ph.D in social work or cognate discipline is preferred. M.S.W. degree is required. Prior experience in teaching and research is important. Extensive experience as a clinical practitioner and supervisor of clinical services is desired. Demonstrated knowledge and experience with Aboriginal cultures and organizations are essential: (2) D.S.W./Ph.D in social work or cognate discipline is preferred. M.S.W. degree is required. Prior experience in teaching, research and practice application in this area of gerontological social work is important. Knowledge of cross-cultural aspects of aging is required. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. The University offers a smoke-free environment, save to specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. Applications (including curriculum vitae and the names of three referees) will be received until

October 31, 1994 and should be sent to: Dr. Joe Kuypers, Chair, Recruitment and Hiring Committee, Faculty of Social Work, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

**LAKENEAU UNIVERSITY - Applications** are invited for two probationary (tenure track) appointments in the Department of Social Work commencing August 1, 1995. The Department emphasizes a unique northern based social work and ecological systems approach to social work and wishes to attract individuals with an interest in developing and enriching our curriculum in the areas of policy, management, practice and research. Salary and rank will be commensurate with qualifications and experience. Successful applicants should have a PhD (D.S.W.) in Social Work or be close to completing their PhD (D.S.W.). This position is subject to final budgetary approval. An application including a curriculum vitae and the names, addresses and telephone numbers of three referees should be forwarded before December 15, 1994 to: Dr. J. Gellert, Dean of Arts and Science, Lakeland University, Thunder Bay, Ontario, Canada T7B 5E1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Lakeland University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

**UNIVERSITY OF BRITISH COLUMBIA - The School of Social Work at the University of British Columbia** invites applications for a tenure track position at the Assistant Professor rank beginning January 1, 1995. We are seeking a First Nations Social Work Scholar with research and teaching interests in aboriginal communities. The successful candidate will be expected to teach at the undergraduate and graduate levels, and to provide leadership in aboriginal program development. Doctorate preferred. Salary commensurate with qualifications and experience. This position is subject to final budgetary approval. Send resume to: R. Seabaran, Chair, Committee of Recruitment, School of Social Work, 2080

West Mall, Vancouver, BC V6T 1Z2. Deadline for applications: October 15, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities, and persons with disabilities.

**UNIVERSITY OF WINDSOR - School of Social Work.** Applications are invited for a tenure track position in the School of Social Work at the rank of Assistant Professor. This appointment will be effective as early as January 1, 1995. The position is expected to teach both the M.S.W. and B.S.W. level. The applicant must have a B.S.W. or a PhD with a graduate degree in Social Work and a demonstrated record of research and related teaching experience. The position includes research and teaching in the area of advanced practice with vulnerable populations. This position is subject to final budgetary approval. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Consideration of applications will begin subject to budgetary approval. Forward a curriculum vitae and the names of three referees to: Dr. James Checko, Director, School of Social Work, University of Windsor, Windsor, Ontario N9B 3P4. Telephone: (519) 253-4232 ext. 3067; Fax: (519) 253-7035.

**UNIVERSITY OF BRITISH COLUMBIA - School of Social Work.** A tenure track position, possible two, at the Assistant Professor rank beginning July 1, 1995. The successful candidate, with clear promise of excellence, should have the capacity to teach research courses in social work at the undergraduate and graduate levels. This competition is open to candidates with expertise in areas such as: aging populations, disability and disability rehabilitation, mental health, and human rights. Doctorate

required. Salary commensurate with qualifications and experience. Appointment may be considered at a higher rank for a woman with exceptional qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified

applicants, especially women, aboriginal peoples, visible minorities, and persons with disabilities. Send resume to: Dr. Edward Krul, Chair, Committee of Recruitment, School of Social Work, 2080 West Mall, University of British Columbia, Vancouver, BC V6T 1Z2. Deadline for applications: November 30, 1994.

## TEACHING OPPORTUNITY

### SCHOOL OF ENVIRONMENTAL HEALTH

The School of Environmental Health in the Faculty of Community Services invites applications for a tenure position in the field of Occupational Health and Safety, with specialization in environmental/occupational toxicology. The successful candidate will teach and conduct research. Applicants should have a demonstrated ability to teach occupational hygiene and health or be eligible for professional certifications such as CH/ROH. Preference will be given to applicants with a Ph.D. and a research and publication record.

Applications, including curriculum vitae and references, should be in writing to:

Patricia Robinson, Director  
School of Environmental Health  
Ryerson Polytechnic University  
350 Victoria Street, Room A-253  
Toronto, Ontario M5B 2K3  
Fax Number: (416) 979-5377

and must be received by Friday, November 4, 1994.

### RYERSON

## QUEEN'S NATIONAL SCHOLARS (Faculty Appointments)

QUEEN'S UNIVERSITY AT KINGSTON invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Preference will be given to scholars in the early- or mid-career stages. Another objective is to provide an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

A maximum of four awards will be available in 1994/95. Appointments under this special program will be either bridging appointments to regular tenure-track positions or special shorter term appointments. Prior to submission of a full application, contact should be made with the appropriate department head to discuss the position(s) which may be available. Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is October 14, 1994 for decision in January, 1995.

Applications and letters of reference should be sent to: The Head(s) of the department(s) of the applicant's field(s) of study, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.



# McGill

## GENOMICS AND MOLECULAR IMMUNOLOGY

Applications are invited for the position of a Molecular Immunologist at the Assistant Professor level in the McGill University Centre for the Study of Host Resistance, located at the Montreal General Hospital Research Institute.

Requirements include either an M.D. or Ph.D., and at least 4 years of postdoctoral training. The successful candidate must have a solid background in experimental virology, population genetics, informatics, and expertise in eukaryotic positional cloning.

The position is open as of January 1, 1995. Salary is commensurate with experience. Applications with curriculum vitae and names of three referees are to be submitted by October 1, 1994 to Dr. Dianne Arbuckle, Montreal General Hospital, Room B7118, 1650 Cedar Avenue, Montréal, Québec, H3G 1A4. In accordance with Canadian Immigration Requirements, priority will be given to Canadian citizens and permanent residents of Canada.



## UNIVERSITY OF BRITISH COLUMBIA

The Department of Psychology is seeking a full-time Clinic Director to coordinate a growing departmental psychology clinic that is an integral component of an established CPA/APA accredited Clinical Psychology PhD program. A cognitive-behavioural theoretical approach is favored.

The major responsibilities of the successful candidate will include administration of the clinic, provision of clinical supervision to graduate students, development of programs, and involvement in clinic-related research. The position carries adjunct faculty status, is classified as administrative/professional staff, and offers full staff benefits. The candidate must have a doctorate in Clinical Psychology, be registered (or eligible) as a Psychologist in British Columbia, have specific training and experience in clinical supervision and administration, and have substantial clinical experience. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Subject to final budgetary approval the position is available January 1, 1995. Applications should include a CV, three letters of recommendation that make specific reference to your administrative and supervisory skills, and a cover letter that describes your expectations, strengths and interests. Deadline for applications is October 31, 1994.

Send all materials to:  
Chair, Clinic Director Search Committee  
Department of Psychology, University of British Columbia  
2136 West Mall  
Vancouver, B.C. V6T 1Z4, Canada



# McGill

## DEAN FACULTY OF EDUCATION

Queen's University invites applications or nominations for the position of Dean of the Faculty of Education. The Faculty offers degree programs leading to a Bachelor of Education and Master of Education. The Dean will be expected to provide strong and imaginative leadership for teaching and research activities within the Faculty and to promote professional associations within the broader community.

Candidates for the Deanship are expected to have an outstanding research record and have demonstrated excellence in teaching and administration.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience and the names of three referees should be sent no later than October 31, 1994 to:

Dr. William C. Leggett  
Principal and Vice-Chancellor  
Queen's University  
Richardson Hall, Room 206  
Kingston, Ontario K7L 3N6 CANADA.



# McGill

## DEAN OF THE FACULTY OF ARTS

Nominations and applications are invited for the position of Dean of the Faculty of Arts of McGill University. The appointment, effective not later than June 1, 1995, is normally for a five-year term and may be renewed.

The Dean is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets and all activities of the Faculty of Arts. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

McGill University is committed to Equity in Employment.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names and addresses of three referees, and should be submitted by October 15, 1994 to:

Dr. T.H. Chan  
Vice-Principal (Academic)  
McGill University  
845 Sherbrooke Street West  
Montreal, QC H3A 2T5

## MEMORIAL UNIVERSITY OF NEWFOUNDLAND MECHANICAL ENGINEERING MANUFACTURING TECHNOLOGY

Applications are invited for a tenure track faculty position at Memorial University of Newfoundland in Manufacturing or Production Technology commencing January 1, 1995 or earlier. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with qualifications and experience.

Applicants should hold a Ph.D. degree in Mechanical Engineering with specialization in Manufacturing or Production Technology. However, applicants from the manufacturing industry, who hold at least a Masters degree in Mechanical Engineering and who have made major research and development contributions to the industry, would also be considered. Applicants must have a good understanding of traditional design and manufacturing concepts. An understanding of emerging technologies related to design and manufacturing such as rapid prototyping would be an asset.

The successful candidate would be required to teach and develop undergraduate and graduate courses, conduct research in manufacturing and design, supervise graduate students, liaise with industry and be eligible for registration as a Professional Engineer in Newfoundland. The successful candidate would also help establish a Computer Integrated Manufacturing Laboratory.

Applicants should send a curriculum vitae, the names of three referees, and three relevant technical publications to:

Dr. R. Seshadri, Dean  
Faculty of Engineering and Applied Science  
Memorial University of Newfoundland  
St. John's, Newfoundland, Canada, A1B 3X5  
REFERENCE: MEC-84-01  
FAX # 709 737-4042

The closing date for applications is September 30, 1994.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Memorial University of Newfoundland is committed to Employment Equity.

## SOCIOLOGY & ANTHROPOLOGY

**BISHOP'S UNIVERSITY** - Department of Sociology and Anthropology, invites applications for a contractually limited teaching appointment of a one year period. The position is subject to budgetary approval. Academic credentials should include: PhD or near completion and a strong commitment to teaching. Duties include teaching six one term courses per academic year primarily in the fields of Sociology, Introduction to Sociology, and the Sociology of the Family. The appointment is to begin January 1, 1995. Interested applicants should send a curriculum vitae as well as arrange to have three referees send their letters of recommendation by September 30th, 1994 to: Dr. C.G. Rosa, Dean of Social Sciences, Bishop's University, Lennoxville, Quebec, Canada J1M 1Z7. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada.

**SOIL SCIENCE**  
**UNIVERSITY OF MANITOBA** - The Department of Soil Science, Faculty of Agriculture and Food Sciences, University of Manitoba invites applications for a full-time tenure track position in soil science at the rank of assistant professor. The position, subject to final budgetary approval, will commence November 1994 or as soon as possible thereafter. A PhD degree in soil science with specialization in landscape ecology, biophysical processes is required. Post-doctoral experience is preferred but not required. The successful candidate will be required to: (1) teach undergraduate and graduate courses; (2) develop an active research program in his/her area of specialization; and (3) supervise postgraduate students. The candidate will also be expected to participate in outreach and service. The Faculty of Agriculture and Food Sciences encourages staff to initiate and participate in interdisciplinary research and teaching. Salary will be commensurate

with qualifications and experience; the salary range for the assistant professor level is currently \$34,882 - \$59,532 per annum (further review). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Send applications with a detailed curriculum vitae including a summary of present and future research interests, academic transcripts, and names of three referees by September 30, 1994 to: Dr. G.J. Racz, Department of Soil Science, Faculty of Agriculture and Food Sciences, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

## SPANISH

**UNIVERSITY OF WESTERN ONTARIO - SPANISH** - The Department of Modern Languages and Literatures, The University of Western Ontario, hopes to fill a full-time position of Assistant Professor with specialization in the Golden Age, with a particular interest in drama. The position will begin July 1, 1995. Applicants must have a PhD with native or near native fluency in Spanish and a strong research commitment as well as the ability and ability to carry out administrative and other collegial responsibilities with the Department. This appointment will be a three-year limited term of tenure-track position, depending upon the applicant's qualifications. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline: September 30, 1994. Applications including resumé, the names and addresses of three referees

Ontario Canada N6A 3K7. (Fax: 519-661-3640). Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in its workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal people, and persons with disabilities.

## SURGERY

**UNIVERSITY OF ALBERTA** - Reporting to the Director of Surgery 448, Department of Surgery, the successful candidate will provide assistance in teaching of surgery to senior medical students of the University of Alberta and affiliated teaching institutions. Responsibilities include coordination of relations, examinations, preparation of reports and participation in research projects. Qualifications: Degrees in the BSc, BScN, or Masters level. Experience with clinical care, computers and teaching together with a strong aptitude to innovation and enthusiasm is highly desirable. Remuneration: \$40,000 per year plus benefits depending on academic background. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline: September 30, 1994. Applications including resumé, the names and addresses of three referees

and a covering letter to be forwarded to: Dr. G. Levens, Department of Surgery, 204.39 Weller Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principles of equity in employment. This University encourages applications from Aboriginal people, disabled persons, members of visible minorities and women.

## THEOLOGY

**QUEEN'S THEOLOGICAL COLLEGE** invites applications for a replacement appointment of up to four years in Systemic Theology (including competence in gender issues in theology and religion) to begin July 1, 1995, tenure and rank to be negotiated. It is expected that the appointee will also teach some courses in the Department of Religious Studies of Queen's University. Completed PhD degree required; publications and teaching experience strongly preferred. Detailed position description available on request. Queen's Theological College comes diversity in its workplace and encourages applications from all qualified candidates including women, Aboriginal people, people with disabilities and visible minorities. In accordance with Cana-

dian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including curriculum vitae and three references should be sent to the Principal, Queen's Theological College, Kingston, Ontario K7L 3N6 by November 1, 1994.

## ZOOLOGY

**UNIVERSITY OF BRITISH COLUMBIA** - A position as a Research Associate is available in the Zoology Department at the University of British Columbia. The researcher will participate in projects involving chromatin proteins and assembly, and chaperone proteins in Drosophila. Genes encoding such proteins have been cloned and will be examined along with protein-protein interactions. Applicant must have a strong background in molecular biology and experience with chromatin proteins. Applicants for this position are required to hold a PhD and have a minimum of two years postdoctoral experience. The position is grant supported and is for a period of one year, with strong likelihood for renewal. Closing date for applications is October 31, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all

## ACCOMMODATION

**LONDON, U.K.** Fully furnished flat in Georgian Square near Lambeth North station. Ideal for couple on sabbatical year. Reasonable rent in 'real' London.

**SABBATICAL RENTAL** - January to July 1995, Ottawa. Beautiful old home, fully furnished. Renovated kitchen/bathroom. 4 bedrooms, 2 studies, garden, parking, 15 min. walk to Gatineau University, 10 min. drive to downtown. \$1,200 month plus utilities. Tel: 613-234-8508.

**PROVENCE, FRANCE** - Luberon area. Selection of houses to rent for the school year 1994-95. Call Penny Paterson (011-33) 42 28 46 06 or FAX (011-33) 42 28 41 19.

**SABBATICAL ACCOMMODATION IN FRANCE** - Retired university professor offers 3 1/2 b.r. character farmhouse, Mountain view 6 km. town. 5 min. pub and university. Moderate rent includes

## Assistant Professors/ Senior Instructor

The University of Calgary invites applications for three tenure-track appointments in the Faculty of Nursing programs. The faculty offers a generic baccalaureate program in collaboration with two partner institutions, a post-diploma baccalaureate program by distance education and a master of nursing program, through course-based and thesis routes, which prepares nurses for advanced nursing practice.

Applications from nurses with master's or doctoral preparation (preferably in nursing) and a clinical focus are invited. These positions will be available July 1, 1995. Rank and salary are commensurate with qualifications and experience.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applicants should send a curriculum vitae and the names of three referees before November 15, 1994 to:

Dean, Faculty of Nursing  
The University of Calgary  
2500 University Drive NW  
Calgary, Alberta T2N 1N4  
Tel: (403) 220-6492  
FAX: (403) 282-5820



## ASSOCIATE DEAN BACHELOR OF EDUCATION PROGRAM Competition #94-505

The Associate Dean reports to the Dean of Arts & Education and provides academic and administrative leadership to the Bachelor of Education program. The University College of the Cariboo currently offers the Elementary program, in cooperation with the University of British Columbia, and hopes to offer the secondary program in coming years. The Associate Dean also carries some administrative responsibilities in other divisional programs.

Applicants should have a doctoral degree in Education and teaching experience in elementary/secondary schools and in a teacher education program. Administrative experience, both in the public school system and in a post-secondary institution, is an asset. Knowledge of the school system in British Columbia and membership in the B.C. College of Teachers is desirable.

This position lies outside of the faculty bargaining unit, but candidates must be qualified to teach in the program and should expect the normal workload to include some classroom work or practicum supervision.

**Start Date:** May 15, 1995

**Salary Range:** \$49,070.00 to \$68,695.00

**Closing Date for Applications:** October 15, 1994

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or legal residents of Canada (please indicate your status). The University College of the Cariboo is committed to the principle of employment equity.

Please forward current curriculum vitae, quoting Competition #94-505, along with names, addresses and telephone numbers of three (3) referees and formal verification of education level to:



Ms. Irene Bazell,  
Human Resources Officer,  
Human Resources Division  
University College of the Cariboo  
P.O. Box 3010  
Kamloops, B.C. V2C 5N3

## MASSEY COLLEGE

### APPOINTMENT OF MASTER

The present Master of Massey College, Professor Ann Saddlemeyer will complete her term of office on June 30, 1995. The Electors, who are the Senior Fellows of Massey College, seek to select a new Master early in 1995. They welcome both direct applications from men or women and suggestions as to suitably qualified candidates who might be approached by Massey College. Academic distinction is only one possible basis for candidature and persons holding senior appointments in other fields are encouraged to consider applying. The retirement age is 65 and it is expected that the successful candidate will serve for a 7 year term. The salary will be commensurate with academic scales and will reflect the fact that the duties of the post, while substantial, are regarded as part time.

Applications and suggestions for the post of Master of Massey College should be submitted by October 15, 1994 to the Chairman of the Search Committee for the Fourth Master, Massey College, in the University of Toronto, 4 Devonshire Place, Toronto, Ontario, M5S 2E1.

## Vice Chancellor

### Massey University New Zealand

With the pending retirement of the current Vice Chancellor Dr Neil Waters on 31 December 1995 the Council of Massey University seeks applications and expressions of interest in the position of Vice Chancellor. The Vice Chancellor is the Chief Executive of the University with responsibility for all academic, administrative and financial matters and is the employer of all University staff who currently number 1,800.

Massey University is New Zealand's second largest university and has developed a distinctive reputation for the high standards of its scholarship and research, the quality of its teaching, its innovation, a strongly applied orientation and its distance learning. The University serves over 28,000 students in New Zealand and throughout the Asia-Pacific region. The main Palmerston North campus is situated in a park-like setting surrounded by University farmland. A second campus is at Albany on the outskirts of Auckland.

To lead the University into the 21st century, vision, change management skills, leadership and innovation are among the attributes sought.

The successful applicant will have an appropriate academic record and experience of working in a university, though he or she may not currently be working as an academic.

Palmerston North has a population of 73,000 and is located 150km north of New Zealand's capital city Wellington. The city has four tertiary education institutions and several major research centres. There is excellent shopping and a full range of community, cultural and sporting facilities.

Applications close on 3 October 1994.

For further information about the University, the position and application requirements, in the first instance contact the consultant assisting the Council:

Warwick Harvey  
Deloitte Touche Tombs Ltd  
PO Box 33  
Auckland  
New Zealand  
Telephone (64) 9 309-4944  
Fax (64) 9 303-0921



**MASSEY  
UNIVERSITY**

The University is an Equal Opportunity Employer

## PROFESSEURE, PROFESSEUR EN LITTÉRATURE ET EN THÉORIE LITTÉRAIRE

### FONCTIONS

La personne titulaire de ce poste devra:

- Assumer un enseignement en littérature française ou en littérature québécoise du XX<sup>e</sup> siècle, ainsi qu'en théorie littéraire;
- Assumer la direction de mémoires de maîtrise et de thèses de doctorat dans ses domaines de compétence;
- Présenter des demandes de subventions de recherche ou s'intégrer à un groupe de recherche déjà subventionné;
- Participer aux activités départementales et universitaires.

### CRITÈRES DE SÉLECTION

- Doctorat en littérature française ou québécoise ou doctorat en théorie littéraire (ou l'équivalent);
- Expérience de l'enseignement au niveau universitaire;
- Expérience de la recherche, publications ou subventions à l'appui;
- Aptitude à travailler en équipe dans le domaine de la recherche;
- Aptitude à effectuer un travail de recherche dans le cadre de projets subventionnés.

### TRAITEMENT ET CONDITIONS DE TRAVAIL

Selon la convention collective en vigueur.

### ENTRÉE EN FONCTION:

1<sup>er</sup> janvier 1995, si possible, ou 1<sup>er</sup> juin 1995.

Faire parvenir sa candidature accompagnée d'un curriculum vitae et de trois lettres de recommandation avant le 7 octobre 1994 à:

Monsieur Paul-André Bourque, directeur  
Département des littératures  
Faculté des lettres  
Pavillon Charles-De Koninck

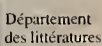


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gardener. For details phone 011 33 59 21 59 75 OR 011 44 61 657 8863 or write to: P. J. Lawrence, Route de Lasseube, Can 64200 France.

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**CREEKSIDE B AND B** In Self-contained BR Apt, North Vancouver. Available Sept - Jan. Easy commute SFUBC/Downtown. Rates from \$60 Daily (2 day min.). Weekly and monthly rates avail. 604-887-2797.

**OTTAWA/CENTRETOWN**, near canal, view to National Archives/Library, Art Centre, U. of Ottawa. Room in quiet older home with garden for single couple; kitchen, laundry, parking, references, price negotiable (613)238-1660.

#### FACULTY EXCHANGE

**FACULTY EXCHANGE CENTER** facilitates temporary teaching exchanges on the continent and abroad by enabling college/university faculty to contact each other. FEC also facilitates house exchanges for those interested only in traveling. The Center serves individuals and institutions. For details write: FEC, 552 Virginia Ave., Lancaster, PA USA 17603 or call listening line 717-930-1130 for free literature and application forms. Please note when/where you teach.

#### NOTICEBOARD

**CONFERENCE: Harold Inliss and Intellectual Property for the New Century.** Concordia University, Montreal, October 13-15, 1994. Hosted by the Joint Doctoral Programme in Communication. (Concordia, Université de Montréal, Université du Québec à Montréal). Speakers include: James Carey, Lora Sallier, Judy Barland, Heather Manley, and Mel Watkins. Sessions include: "Time, Space, and Communications," "Power, Dialectics, and Freedom," and "Intellectuals, Media, and the Public." Thrasa Solitudes. Info: Karen Robert (514)844-7013 or William Burton (514)848-4512 (FAX): burton@vax2.concordia.ca (email).

**When Rights Collide**, a conference/workshop on the conflicts that arise when basic rights and freedoms clash, September 28-29, University of New Brunswick, Fredericton. Featuring: Alan Borovoy, Canadian Civil Liberties Union; Michael Bliss, University of Toronto; Bernice Schrank, Memorial University; and Svend Robinson, MP (Burnaby/Kingsway). Sponsored by UNB, the UNB Student Union, and the Association of UNB Teachers. Open to all interested parties; no registration fee. For more information, contact Peter Kepros at (506)453-4707 (T); (506)453-4955 (F).

**CALL FOR PAPERS:** 1995 annual conference of the Association for Canadian Studies, June 7-10, 1995, Université du Québec à Montréal, Québec. The Association for Canadian Studies will be hosting a conference during the Learned Societies at the Université du Québec à Montréal. The topic of the conference will be immigration and ethnicity in a Comparative Context. Graduate students are also invited to submit a proposal. Some support for travel is provided under the ACS Student Participation Programme. Deadline for submissions of 250-350 word abstracts is October 28, 1994. For more information: José Cadorelle, Programme and Liaison Officer, Association for Canadian Studies, c/o UQAM, V-6150, P.O. Box 8888, Station Centre-ville, Montréal, Québec H3C 3P8. Tel: (514)987-7784; Fax: (514)987-8210; Internet: c10152@er.uqam.ca.

## CAUT ACPPU BULLETIN ADVERTISING DEADLINES

The Bulletin is published 10 times during the academic year. 1st week of each month September through June.

<b>NOV</b> CLASSIFIED Oct 7/94 - 12 PM DISPLAY Oct 14/94 - 12 PM	<b>DEC</b> CLASSIFIED Nov 7/94 - 12 PM DISPLAY Nov 14/94 - 12 PM	<b>JAN</b> CLASSIFIED Dec 5/94 - 12 PM DISPLAY Dec 12/94 - 12 PM	<b>FEB</b> CLASSIFIED Jan 6/95 - 12 PM DISPLAY Jan 13/95 - 12 PM
<b>MAR</b> CLASSIFIED Feb 7/95 - 12 PM DISPLAY Feb 14/95 - 12 PM	<b>APR</b> CLASSIFIED Mar 7/95 - 12 PM DISPLAY Mar 14/95 - 12 PM	<b>MAY</b> CLASSIFIED Apr 6/95 - 12 PM DISPLAY Apr 13/95 - 12 PM	<b>JUNE</b> CLASSIFIED May 6/95 - 12 PM DISPLAY May 13/95 - 12 PM



**Memorial**  
University of Newfoundland

#### NSERC Industrial Research Chair in Telecommunications Engineering and Information Technology

Applications or nominations are invited for an NSERC Industrial Research Chair in Telecommunications Engineering and Information Technology, to be established in the Faculty of Engineering and Applied Science, Memorial University of Newfoundland, in partnership with the Natural Sciences and Engineering Research Council of Canada (NSERC), Newfoundland Telephone Company and Northern Telecom Limited/Bell-Northern Research.

The Chair will focus on communications systems, networks and services applicable to the burgeoning fields of telemedicine and distance education, as well as to other community service sectors and related industries, with emphasis on non-metropolitan applications. The Chair will build and lead a strong research team. Access to applications, expertise and a research test-bed will be available in the Telemedicine and Educational Technology Resource Agency at Memorial which has twenty years of experience in telemedicine and distance education. The Chair will be supported by an industrial advisory committee.

The position will be filled by an established researcher and innovator with a demonstrated research record in an area of communications relevant to the Chair research program, and with significant academic and industrial experience. Possible areas of expertise include computer communications networks, communications architecture, distributed systems, and multimedia communications systems. Candidates shall have an earned Ph.D. and be qualified for appointment to Full Professor. The appointment will be as a Full Professor with tenure. The Chair will participate in the academic programs of the Faculty.

The establishment of the Chair is contingent on approval of complementary financial assistance from the Natural Sciences and Engineering Research Council of Canada. The Chair appointment is for an initial five-year period with possibility for renewal for a second five-year period.

Memorial University of Newfoundland is located in the city of St. John's which has a prominent position in the history of communications and a growing industrial base in telecommunications and information technology.

Further information regarding the proposed Chair may be obtained by faxing a request to (709)737-4042, or by phoning (709)737-8810. The closing date for applications is **October 15, 1994**. Applications accompanied by a brief statement of interest and a list of three referees, or nominations, should be sent to:

**Dr. R. Seshadri, Dean**  
Faculty of Engineering and Applied Science  
Memorial University of Newfoundland  
St. John's, Newfoundland, Canada A1B 3X5  
REFERENCE: IRC-94-01

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University of Newfoundland is committed to equity in employment.

## CAUT ACPPU BULLETIN ADVERTISING RATES

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2675 Queensview Drive  
Ottawa, Ontario K2B 8K2

#### WYCLIFFE COLLEGE

##### Professor of New Testament - Position Description

Wycliffe College is searching for a Professor of New Testament to succeed Professor Richard Longenecker. The appointment will be at the senior level, and begins 1 June, 1995.

Candidates should have a distinguished record of research and publication in the area of New Testament studies; a concentration in Pauline studies would be especially welcome. She should be experienced in teaching and supervising theses at the Master's and Doctoral level, and will be expected to play a major role in the sizeable advanced degree programme in New Testament in the College and the Toronto School of Theology. Her/his scholarly reputation should be such as to attract graduate students. She should be in sympathy with the evangelical tradition of the College and with the ecumenical character of the School of Theology of which the College is part.

Wycliffe College is a graduate Anglican theological college federated with the University of Toronto, a founding member of the Toronto School of Theology and an accredited member of the Association of Theological Schools. It offers the MDiv, MReI, MA, ThM, ThD, PhD and DMin degrees.

Application should be made by 1 October, 1994 to the Principal, Wycliffe College, 5 Hoskin Avenue, Toronto, Ontario, Canada, M5S 1H7 (Tel 416-979-2870; Fax: 416-979-0471), from whom further particulars may be obtained. This advertisement is directed to Canadian citizens and permanent residents, in accordance with Canadian immigration requirements.

#### University of Alberta

**Reunion Weekend**  
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## QUEEN'S UNIVERSITY RESEARCH ASSOCIATE

The Department of Chemistry, Queen's University, KINGSTON, Ontario invites applications for the position of Research Associate in mechanism-based organic chemistry, commencing, April 1, 1995. The successful applicant will have a Ph.D. in organic or related chemistry with a minimum of two postdoctoral years. Essential skills must include demonstrated abilities with publications in areas of organic synthesis, solution phase kinetics, preparation and characterization of organometallic and halonium ion complexes and a working knowledge of kinetic isotope effects. Responsibilities will include physical organic research involving compound preparation, purification and detailed kinetic studies in the area of stable halonium ions and model enzymes. In accordance with Canadian Immigration Requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Queen's University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Salary \$30,000 CAD/year. Applications deadline is **November 15, 1994** and a detailed C.V. (including 3 referees) should be submitted to:

Professor R.S. Brown  
Department of Chemistry  
University of Alberta  
EDMONTON, Alberta  
CANADA  
T6G 2G2

1994 started out a little slow, but has picked up well in the Spring and, unusually, the Summer has been very active with lots of late bookings. Some authorizations were a bit late so no doubt this accounted for the late traffic. SABBATICALS still going strong - why not - at our rates!! Our national carriers seem to have found agreement at last and hopefully blue skies ahead. Let us quote you on your next trip - you may be pleasantly surprised! Call or fax your needs. KEEP TRAVELLING. We thank you for your support and wish you all a great academic year.



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	Vancouver	From: \$ 929.00	\$ 619.00
PARIS	Montreal/Toronto	From: \$ 889.00	\$ 580.00
	Winnipeg	From: \$ 1059.00	\$ 707.00
	Calgary/Edmonton	From: \$ 1159.00	\$ 782.00
	Vancouver	From: \$ 1199.00	\$ 827.00
LYON	Halifax/Montreal/Ottawa/Toronto	From: \$ 989.00	\$ 662.00
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	Calgary/Edmonton	From: \$ 1259.00	\$ 865.00
	Vancouver	From: \$ 1319.00	\$ 910.00
NICE	Halifax/Montreal/Ottawa/Toronto	From: \$ 1089.00	\$ 737.00
	Winnipeg	From: \$ 1259.00	\$ 865.00
	Calgary/Edmonton	From: \$ 1359.00	\$ 940.00
	Vancouver	From: \$ 1419.00	\$ 983.00
FRANKFURT	Montreal/Ottawa/Toronto	From: \$ 959.00	\$ 632.00
	Winnipeg	From: \$ 1129.00	\$ 760.00
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PARIS	Halifax/Ottawa	From: \$ 615.00	\$ 596.00
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	Winnipeg	From: \$ 749.00	\$ 725.00
	Calgary/Edmonton/Vancouver	From: \$ 806.00	\$ 780.00
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	Toronto/Ottawa/Montreal	From: \$1644.00	\$1879.00
	Halifax	From: \$1827.00	\$2062.00
SYDNEY or MELBOURNE or BRISBANE or CAIRNS	Vancouver	From: \$1493.00	\$1728.00
	Calgary	From: \$1637.00	\$1874.00
	Regina/Saskatoon	From: \$1746.00	\$1981.00
	Winnipeg	From: \$1774.00	\$2009.00
	Toronto/Ottawa/Montreal	From: \$1756.00	\$1991.00
	Halifax	From: \$1940.00	\$2182.00

Shoulder Season: September - November 15, March  
High Season: 16 November - 28 February

• BOOKING CONDITIONS & RESTRICTIONS APPLY • CARRIERS QANTAS AIRWAYS, AIR NEW ZEALAND AND CANADIAN AIRLINES

• AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

• Not included: Canadian Transportation Tax CASSO 00 and local Taxes where applicable

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### Oriental Getaways

TO	FROM	LOW SEASON	HIGH SEASON
HONG KONG	Vancouver	From: \$1115.00	\$1497.00
	Calgary/Edmonton	From: \$1255.00	\$1657.00
	Regina/Saskatoon/Winnipeg	From: \$1301.00	\$1699.00
	Toronto	From: \$1198.00	\$1552.00
	Montreal/Ottawa	From: \$1227.00	\$1578.00
	Halifax	From: \$1329.00	\$1692.00
TOKYO	Vancouver	From: \$1014.00	\$1232.00
	Calgary/Edmonton	From: \$1160.00	\$1367.00
	Winnipeg	From: \$1346.00	\$1541.00
	Toronto/Montreal/Ottawa	From: \$1082.00	\$1343.00
	Halifax	From: \$1232.00	\$1379.00
SINGAPORE/ KUALA LUMPUR	Vancouver	From: \$1279.00	\$1471.00
	Calgary/Edmonton	From: \$1342.00	\$1471.00
	Regina/Winnipeg	From: \$1441.00	\$1666.00
	Toronto	From: \$1332.00	\$1696.00
	Montreal/Ottawa	From: \$1355.00	\$1722.00
	Halifax	From: \$1458.00	\$1837.00

Seasons: Hong Kong & Singapore/Kuala Lumpur: Low Season January - May & September - November High Season June - July, December Japan: Low Season January - March & November - December High Season June - August & December 23-31, 1994

• BOOKING CONDITIONS & RESTRICTIONS APPLY • CARRIERS JAPAN AIRLINES AND CANADIAN AIRLINES

• AIR FARES ARE SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

• Not included: Canadian Transportation Tax CASSO 00 and local Taxes where applicable

• Routings are restrictive and for some itineraries an overnight at the Asian gateway may be required

• LOWER FARES MAY BE AVAILABLE WITH LONGER ROUTINGS.

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### Random Selected Cross Canada Fares

Vancouver - Toronto	From \$416.00	Thunder Bay - Ottawa	From \$332.00
Calgary - Ottawa	From \$436.00	Toronto - Edmonton	From \$387.00
Edmonton - Winnipeg	From \$317.00	Ottawa - Vancouver	From \$445.00
Regina - Toronto	From \$361.00	Montreal - Victoria	From \$498.00
Saskatoon - Montreal	From \$402.00	Halifax - Edmonton	From \$622.00
Winnipeg - Halifax	From \$503.00	St. John's - Toronto	From \$330.00

BASED ON AUTUMN AIR FARES. CARRIERS AIR CANADA OR CANADIAN AIRLINES  
ADVANCE BOOKING 21 DAYS, NON-REFUNDABLE, NO CHANGES. ENQUIRE ON OTHER VALUE AIR FARES TO AND FROM OTHER CANADIAN DESTINATIONS ALSO TO U.S. DESTINATIONS. AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

Not included: Canadian Transportation and GST Taxes

CHARTER FARES ARE AVAILABLE TO CERTAIN CANADIAN CITIES

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Reminder

STATUS OF WOMEN CONFERENCE  
IN VANCOUVER, BRITISH COLUMBIA  
SEPTEMBER 29 - OCTOBER 1, 1994

LIBRARIANS' CONFERENCE - RECOGNITION LIBRARIANS' ACADEMIC STATUS  
IN VANCOUVER, BRITISH COLUMBIA, NOVEMBER 17-19, 1994.  
PREPARE AND BOOK YOUR TRAVEL ARRANGEMENTS EARLY.

CAUT/ACPPU WORKSHOPS-COMMITTEE MEETINGS  
CONFERENCES-CONSORTIUMS

A number of meetings are scheduled during 1994. If you are attending any of the above please feel free to give our Corporate Section a call for the best fare possible.

CALL: (416) 366-9774 Fax: (416) 366-1005

Nous offrons aussi un service en français si vous désirez.

(416) 366-9771 Fax (416) 366-1005 Whenever possible.

QUALITY, VALUE, AND SERVICE UNSURPASSED.

Fares subject to change.

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# Back to Work Without Much Backing from Government

JOYCE LORIMER

FOR ACADEMICS LABOUR DAY MARKS THE real beginning of the new academic year. Those of us who managed to hoard some of the precious weeks of summer for our own research, have now reluctantly saved our computer files, shifted the papers off our desks and reconciled ourselves to the fact that libraries, lecture halls, laboratories and seminar rooms have filled up again. We are back into the swing — fully engaged with our students in the process of teaching and learning and committed to the delivery of quality post-secondary education. If the developments of the past summer are anything to judge by, we will get precious little support from either level of government for our efforts.

What kind of federal funding can we look forward to? The summer has gone by and we are still waiting to find out what the implications of Lloyd Axworthy's much heralded review of social programs will be for Canada's universities. The new Canada Student Financial Assistance Act includes provision for pilot projects to test out income-contingent repayment of student loans. The media have fairly consistently reported that the feds are considering reducing Established Programs Financing (EPF) transfers. The draft paper *Social Security Reform* sent to the provinces and territories for discussion, indicates that EPF reductions could range up to the full amount of the cash transfers, currently \$2.3 billion. Options to direct some of the money to "more targeted support for innovation and renewal, as well as for the indirect costs of federally sponsored research" are raised, as well as a, so-called, "new approach to student assistance." Federal thinking on the latter issue appears to moving to an income contingency repayment scheme for student loans, and developing a student voucher system in which students would be given grants directly by the federal government to purchase studies at the university of their choice. The scheme, if it were adopted, will certainly be accompanied by higher tuition fees.

On the one front then, in a climate where social policy review is driven more by the considerations of deficit reduction than social need, the federal government is actively considering



abdicated its proper role as a partner with the provinces in post-secondary education, limiting the accessibility of poorer students to the system, and reducing university program planning to enrolment driven anarchy.

Academic libraries, as other parts of the university, have been devastated by the reduction of EPF transfers since the 1970s. To add to our difficulties in getting access to scholarly material, CAUT heard in June that the Department of Canadian Heritage had prepared a document for cabinet approval which reneged on the compromise previously achieved between creators and users regarding educational exemptions, including single copy exemptions for libraries, and researchers, and exemptions for physically challenged persons.

The unwillingness of the provinces to allow the federal government any significant voice in educational policy was made distressingly apparent by their failure to include any federal representatives in the CMEC First National Consultation on Education, held in Montreal in late May. CAUT delegates

attending could find little reassurance that there was any greater sympathy for their concerns at the provincial level. We were not encouraged by the knowledge that those actively engaged on the frontlines of disseminating knowledge — teachers and academic staff — were invited only as an after thought. The post-secondary sector was included only after active CAUT lobbying.

Although the interchange between the delegates was lively and useful, the ministers, with the exception of Art Charbonneau from British Columbia, showed themselves remarkably reluctant to actually consult, and became visibly annoyed when forthright comments from Maud Barlow and others exposed the damage their fiscal policies had inflicted on the public education system.

According to recent assurances from Francis Whyte, the director general of CMEC, the ministers have taken to heart criticisms made in Montreal that they do not defend or explain education but merely take shots at hard-pressed teachers and students. They plan, apparently, to issue a positive report card on public education next year.

I suppose that is something. But can we hope that our part of the system, the post-secondary sector, will look or be treated any better in another 12 months? There was no reassurance to be had in Montreal. The self-congratulatory stance of officials from Alberta and Nova Scotia, and the edgy defensiveness of Cooke from Ontario made that quite clear. Although some of the provinces, according to rumour, may oppose federal attempts to disengage itself from the transfer system, none are willing to contemplate a full federal/provincial shared constitutional responsibility for post-secondary education.

The summer is over. We are back, focused in more narrowly on teaching and community service elements of our jobs, recapturing the elation of producing and disseminating knowledge, and helping form good critical intellects. We're here trying to do our jobs. Does anyone up there in the federal and provincial governments have the political courage to care and defend what we are about? ■

## Une rentrée sans trop d'appui du gouvernement

LA FÊTE DU TRAVAIL ANNONCE, POUR LES universitaires, le vrai début de l'année universitaire. Ceux qui ont réussi à consacrer quelques unes des précieuses semaines estivales à leurs recherches ont sauvegardé leurs fichiers d'ordinateur et enlevé les papiers de leur bureau avec beaucoup de réticence. Ils se font maintenant à l'idée que les bibliothèques, les auditoriums, les laboratoires et les salles de séminaire se remplissent à nouveau. Nous reprenons donc le collier, les étudiants s'engageant tête baissée dans l'étude et les professeurs, prêts à enseigner. Nous allons tous vers un but commun, celui d'offrir un enseignement postsecondaire de qualité. Si l'on en juge par les événements de l'été, il ne faudra pas s'attendre à trop de soutien de la part des gouvernements pour récompenser nos efforts.

Que faut-il espérer du gouvernement en matière de financement? L'été a passé et nous attendons encore les répercussions sur les universités canadiennes de la réforme des programmes sociaux de Lloyd Axworthy, annoncée en grande pompe. La nouvelle Loi fédérale sur l'aide financière aux étudiants prévoit des projets pilotes pour mettre à l'épreuve le programme de prêts dont le remboursement est fonction du revenu. Les médias ont régulièrement fait état de la possibilité que le gouvernement fédéral réduise les paiements de transfert du FPE. D'après le projet de rapport intitulé *Social Security Reform*, dont les provinces et territoires ont reçu copie à des fins de discussion, le FPE pourrait être réduit jusqu'à concurrence du montant total des transferts en espèces, qui est de l'ordre de 2,3 milliards de dollars actuellement. Des options y sont proposées, entre autres l'utilisation d'une partie des fonds sous la forme d'une aide sélective pour l'innovation et le renouvellement ainsi que pour les coûts indirects de la recherche subventionnée par le fédéral. On y propose également une nouvelle formule d'aide financière aux étudiants. Pour ce dernier point, il semble que le fédéral envisage une formule de prêts dont le remboursement serait fonction du revenu et un système de bon d'études. Il s'agirait, dans le dernier cas, de subventions versées directement par le fédéral aux étu-

dians qui leur permettraient de payer leurs études à l'université de leur choix. Si ce système est adopté, les frais de scolarité subiront certainement une hausse.

Alors que la réforme de la politique sociale est d'actualité, mais par une volonté de réduire le déficit que par des besoins sociaux, le gouvernement fédéral songe sérieusement à abandonner son rôle d'associé avec les provinces en matière d'enseignement postsecondaire. L'accessibilité aux études sera ainsi plus limitée pour les moins bien nantis et la planification financière des programmes universitaires dépendra de manière anarchique des inscriptions.

La réduction des paiements de transfert depuis les années 1970 a eu des conséquences dévastatrices pour les bibliothèques et d'autres secteurs universitaires. En plus des problèmes pour obtenir du matériel pédagogique, l'ACPPU a appris en juin que le ministère du Patrimoine canadien avait préparé un document aux fins d'approbation par le cabinet qui refuse le compromis déjà obtenu entre les créateurs et les utilisateurs au sujet des exemptions en matière d'éducation, notamment l'exemption pour la reproduction unique à l'intention des bibliothèques et des chercheurs ainsi que les exemptions pour les personnes handicapées.

Lors de la première consultation nationale sur l'éducation du CMEC, tenue à la fin de mai à Montréal, les provinces ont montré de manière affligeante qu'elles ne voulaient pas que le gouvernement fédéral ait du poids dans la politique en matière d'éducation. En effet, le CMEC n'a invité aucun représentant du gouvernement fédéral pour sa consultation. Les délégués de l'ACPPU présents à cette conférence ont eu peu de garantie que les gouvernements provinciaux étaient plus sympathiques à leurs préoccupations. Il n'a pas été très encourageant d'apprendre que les enseignants et le corps universitaire, ceux qui sont engagés à fond dans la diffusion de la connaissance, n'avaient été invités qu'après coup. Le secteur postsecondaire n'a été inclus qu'après d'intenses pressions exercées par l'ACPPU.

Quoique les échanges entre les délégués aient été animés et utiles, les ministres, à l'exception d'Art Charbonneau de la Colombie-Britannique, se sont montrés peu disposés à consulter réellement et sont devenus visiblement ennuyés devant les commentaires directs de Maud Barlow et d'autres au sujet des torts que leurs politiques fiscales avaient causés au système public d'éducation.

Francis Whyte, directeur général du CMEC, nous a assuré récemment que les ministres avaient pris à cœur les critiques formulées à Montréal selon lesquelles ils ne défendaient pas l'éducation ni ne l'expliquaient et qu'ils se contentaient de tirer sur des professeurs et des étudiants aux abois. Il semble qu'ils s'apprêtent à publier un bulletin positif sur l'éducation publique l'année prochaine.

Je suppose que c'est un pas en avant. Pouvons-nous espérer, toutefois, que le secteur postsecondaire sera en meilleure posture ou sera mieux traité dans un an? Nous n'avons eu aucune assurance de ce genre à Montréal. Les ministres de l'Alberta et de la Nouvelle-Écosse, satisfaits d'eux-mêmes, et le ministre Cooke de l'Ontario, crispé et sur la défensive, n'ont laissé planer aucun doute. D'après des rumeurs, cependant, il se peut que certaines provinces s'opposent aux tentatives du fédéral de se désengager du système des paiements de transfert. Aucune toutefois ne veut envisager une compétence constitutionnelle partagée entièrement entre les deux paliers de gouvernement au titre de l'enseignement postsecondaire.

L'été est terminé. Nous sommes de retour pour nous concentrer plus précisément sur l'enseignement et le service à la collectivité, des éléments de notre travail. Nous allons vivre à nouveau l'exaltation de produire et de diffuser le savoir et nous allons aider à former de bons intellectuels capables de critiquer. Nous sommes là pour essayer de faire notre boulot. Est-ce qu'il y a quelqu'un au gouvernement fédéral et au gouvernement provincial qui a le courage politique de s'occuper de nous et de défendre ce que nous sommes? ■